

No. 135/26

5th May 2026

TO: ALL BRANCHES

Dear Colleagues,

CWU Conference 2026 – Standing Orders Reports

Please find attached the following for the General and Postal Conferences:

- General Conference Standing Orders Report Supplementary No.1
- General Conference Standing Orders Report Supplementary No.2
- Postal Conference Standing Orders Report No. 3

Any enquiries regarding this LTB should be addressed to Angela Niven by emailing conferences@cwu.org.

Yours sincerely,

Dave Ward
General Secretary

29th April 2026

**COMMUNICATIONS WORKERS UNION
GENERAL CONFERENCE 2026**

**General Conference SOC Report
Supplementary No.1**

8. NEC ACCEPTANCE (Motions/Rule Amendments)

- a The NEC will indicate, in an SOC document published prior to Conference, the motions/rule proposals (excluding their own) which they are prepared to accept. When the SOC report is adopted, those motions/rule proposals 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 10.8.6.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, Branch(s) and Regional Sub Committees do not have the facility to register opposition to acceptance of motions standing in their own name.

MOTION	MOVER	POLICY
SECTION 1A – POLICY Sunday (09:35 – 10:55)		
1	London Postal Engineering	Support
2	Edinburgh, Dundee and Borders Glasgow and District Amal	Support
3	Essex Amal Retired Members Conference	Support
4	UTAW	Remit/Oppose
5	Kent Invicta	Support
6	Edinburgh, Dundee and Borders	Support
7	Greater Mersey Amal	Support
8	National Executive Council	Move
9	Plymouth and East Cornwall	Support
10	Scotland No.2	Support
11	Wessex South Central	Support

SECTION 1B – POLICY Sunday (11:40 – 12:40)		
12	Greater Mersey Amal	Support
13	Kent Invicta Essex and Central Counties	Support
14	London Postal Engineering	Support
15	Mersey	Support
16	South London, Surrey and Hampshire	Support
SECTION 1C - POLICY Sunday (12:40 – 13:00)		
17	Mersey Greater London Combined South Wales	Support
18	South Central Postal	Support
SECTION 1D - POLICY Sunday (14:10 – 14:55)		
19	Tyne and Wear Clerical	Support
20	South Central Postal	Remit/Oppose
21	Somerset, Devon and Cornwall	Support
SECTION 1E - POLICY Sunday (16.10 -16.45)		
22	Young Workers Conference	Support
23	Tyne and Wear Clerical	Support
SECTION 1F - POLICY Sunday (17.30 -18.00)		
24	Bristol and District Amal	Support
25	York and District Amal	Support
SECTION 9 – NATIONAL DISCIPLINE Monday (09.00 -09.15)		
26	Harrow and District	Accept
SECTION 3 – FINANCE Monday (09.30 – 10.40)		
27	UTAW	Remit/Oppose
28	North East Central Newcastle Amal York and District Amal Leeds No 1 South Yorkshire and District Amal Cleveland Amal Tyne and Wear Clerical	Remit/Oppose
29	Great Western	Oppose
30	South East No.5	Remit/Oppose
31	East London Postal	Oppose
32	Highland Amal	Accept
SECTION 5A – MEMBERSHIP/LEGAL/COMMS Monday (10.40 – 11.25)		
33	Scotland No.2	Remit/Oppose
34	Portsmouth and District Amal	Remit/Oppose
35	Great Western	Oppose
36	Essex and Central Counties	Remit/Oppose
SECTION 10 – RULES Monday (11.25 – 12.30)		
37	National Executive Council	Move
38	Glasgow and District Amal	Oppose
39	Great Western	Oppose
40	National Executive Council	Move
41	National Executive Council	Move

42	Greater Mersey Amal	Oppose
43	Harrow and District Amal	Oppose
44	Leeds No.1 Amal	Support
SECTION 8- POLITICAL FUND MANAGEMENT Monday (14:20- 15:40)		
45	Midland No.1	Oppose
46	Greater London Combined Greater Manchester	Support
47	Glasgow and District Amal	Support
48	North West Central Amal	Support
49	UTAW	Oppose
50	South Central Postal	Oppose
51	National Executive Council	Move
SECTION 4B- STRATEGY Monday (15:40-16:15)		
52	Leeds No.1 Amal	Oppose
53	Midland No.1	Oppose
54	Gloucestershire Amal	Accept
SECTION 1G- POLICY Monday (16:15-16:45)		
55	Eastern No.6 East London Postal	Support
56	Midland No.1	Support
57	Retired Members Conference	Support
SECTION 2B- EDUCATION AND TRAINING Monday (16:45-17:30)		
58	Young Workers Conference	Support
59	Wales and Marches Regional Educational Committee	Support
60	York and District Amal	Remit/Oppose
61	Harrow and District Amal	Support
SECTION 1H- POLICY Monday (17:30-17:50)		
62	Essex Amal	Remit/Oppose
63	Greater Manchester	Support

**COMMUNICATIONS WORKERS UNION
ANNUAL CONFERENCE 2026
GENERAL CONFERENCE**

General Conference SOC Report
Supplementary No.2

1. EMERGENCY MOTIONS ADMITTED TO THE AGENDA

E1 Conference notes the escalation of the conflict in Iran and the failed ceasefires of April 2026 and Israel's recent escalation of action in Lebanon.

Conference condemns the actions of the US and Israel in unilaterally launching the war in Iran. This unnecessary and illegal conflict has wreaked havoc across both Iran and the wider world, with fuel prices spiking as a result of the conflict. Israeli soldiers have also pushed further into Southern Lebanon as part of the conflict and bombed the region, killing 14 people on the 27th of April, including women and children.

Horrifying violations of international law and atrocities against civilians have already occurred in Iran, including the killing of over 100 schoolgirls in a US strike on a school in Minab. Over 3000 people have been killed in Iran and key infrastructure, such as bridges and steel plants have been targeted. In addition, sites of cultural and historic significance, including palaces that date back to the 14th century have been damaged or destroyed by US bombs, as well as Iran's universities sustaining critical damage.

President Trump's recent rhetoric- commenting that "a whole civilisation will die tonight" if Iran does not make an agreement with the US- demonstrates the ignorance of his administration towards any concerns regarding the civilian population or for a fair resolution to the conflict. This rhetoric and these actions can only be construed as blatant acts of aggression by the US and Israel. Conference agrees that this war must be opposed by the trade union movement.

In trade unionism, an injury to one is an injury to all. Part of the CWU's ethos recognises the fact that the political and the industrial are intertwined and that our solidarity should always reach beyond the workplace. It should be the responsibility of every trade union to advocate for the innocent victims of war, both in the UK and abroad, and call for solidarity with those afflicted.

The NEC is instructed to call for an end to the war in Iran and Lebanon and to use our influence in both the wider labour movement and with the Government to bring about peace, safety and justice for all people.

National Executive Council

Page 29 to precede Motion 17

2. ERRATA

Following a Presidential Ruling there has been an update to Standing Order 3.e.

- (i) **Motions standing in the name of a Branch must be moved by a delegate from that Branch or by the Regional Official of the region to which the Branch is attached, if specifically requested to do so by the Branch responsible for the**

motion. The request must be made in writing prior to the commencement of the debate.

- (ii) Motions standing in the name of the Young Workers Conference or the Retired Members Conference must be moved by a delegate from that appropriate body.
- (iii) Motions standing in the name of a Regional Sub Committee (Equality, Education Learning & Training, Political, Health & Safety) must be moved by a delegate from the branch which moved the original motion at the Regional Sub-Committee in question.
- (iv) Motions must be seconded or else they shall be deemed to have fallen.

The SOC has continued with the Plus 1 card trialled at previous conferences as such Standing Order 4.b following after paragraph 1 the following is included

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 4b.

By way of an 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.

Motion 11 should be in the name of Wessex South Central

Should you wish to contact the General Conference Standing Orders Committee, they are contactable as follows:

Email: conferences@cwu.org

Phone:



**STANDING ORDERS COMMITTEE
REPORT No.3**

POSTAL INDUSTRY CONFERENCE

**Annual Conference 2026
Bournemouth International Centre**

12th MAY – 14th MAY

1. EMERGENCY MOTION(S) ADMITTED TO THE AGENDA

E1

Conference welcomes the correspondence from Dhalia Basrawi, HR Director, Performance & Capability, dated 20th April in regard to the ongoing Change for Good programme (CFG) and the See, Act, Support initiative as published in LTB126 dated 29th April.

It is recognised that the CFG programme was instigated following a tragic incident where an OPG took her own life, and this was a catalyst for a required cultural reset. Furthermore, following the Inquest, Royal Mail has to fulfil a number of legal obligations and is required to demonstrate the company is doing everything possible to make sure this terrible situation doesn't occur again. Essentially, Royal Mail has been ordered to improve the culture in the workplace and to ensure that unacceptable behaviours are not tolerated; hence the Change for Good programme, which is designed to create an inclusive culture within a safe, secure and healthy workplace whereby everyone is treated with dignity and respect.

The CWU fully supports eradicating inappropriate behaviours, as all members have an absolute right to come to work and not be subjected to bullying & harassment. From our perspective, CFG must also address unacceptable managerial behaviours in the workplace and ensure that managers that behave in contravention of the CFG principles are dealt with as equally as CWU members would be, to ensure consistency of approach, as it is imperative that CFG genuinely addresses unacceptable behaviours for all employees and not just CWU grades.

This conference fully supports the principle that the CWU will engage and be involved in CFG in a meaningful way by working together as follows;

- Royal Mail and CWU to jointly develop an inclusive strategy via a Shadow National Steering Committee (SNSC) and that the approach adopted by the Union will be to inform and influence Royal Mail policy for the benefit of CWU members in all workplaces. The SNSC will also operate on the basis of receiving and analysing all relevant data and trends to help determine the future direction of the programme*
- Dealing with the concerns of members in workplaces where behaviours of individuals fall short of what is expected, by seeking to reset the culture*
- Ensuring that at the heart of the CFG programme is the recognition that the Reset of ER/IR is of paramount importance to improving relationships in the workplace*
- The Postal Executive will receive a full presentation on the CFG activities, including any educational plans. This initiative will also be provided to our Senior Field Officials*
- Creating a training plan for educational purposes aimed at diversity and inclusion to ensure that people are fully aware of what is expected of them as part of the cultural reset*
- Where possible, joint communications will be undertaken and a Joint Statement will be issued following conference*
- The potential creation of Regional Joint Working Groups with involvement from Senior Field Officials to monitor, review and challenge the effectiveness of CFG in the geography and to provide reports / feedback to the Shadow National Steering Committee.*

The approach outlined above is designed to ensure that the CFG programme promotes a fair, consistent and proportionate approach to addressing behaviours, including the use of appropriate informal resolution mechanisms where suitable, without detracting from the need to robustly address serious cases such as sexual harassment. This approach should encourage early intervention, support behavioural improvement, and build trust and confidence among employees to be able to challenge without fear of immediate escalation to formal proceedings.

The Postal Executive is instructed accordingly.

Postal Executive

To precede Motion 41, Section 2.4, page 42

E2

Conference welcomes and applauds the Government's announcement to Parliament on 22nd April 2026 to terminate its contract with Capita to administer the RMSPS, as notified to Branches via LTB 122/26 dated 23rd April.

Conference notes that the Conservative Government awarded the contract to Capita and removed the service provision from Royal Mail Group in October 2018. The scheme was originally administered by Royal Mail Group from its inception in 2012, and our strong view is that this work was performed to a high standard by our members in the Pension Service Centre. Accordingly, with the recent developments, our clear policy should be to pursue and campaign for the work to return to Royal Mail Group, essentially in-sourcing the administration that was outsourced to Capita. This approach will ensure that our members in the RMSPS receive an excellent service in the future.

Conference instructs the Postal Executive to do everything possible to persuade Royal Mail Group to work collaboratively with the Cabinet Office with the clear aim of bringing the important pension work back in-house. Furthermore, the Postal Executive will seek a summit meeting with Royal Mail Group at the highest level, with the key objective of establishing an aligned strategy to lobby Government for the return of this work.

The Postal Executive will use all of its influence with Government via the General Secretary's Office, to convince the Cabinet Office that Royal Mail Group is the best

option going forward, rather than removing the work from Capita and placing it with another private service provider.

The Postal Executive is instructed accordingly.

Postal Executive

To precede Motion 69, Section 4, page 61

2. CHANGE TO CATEGORISATION

None.

3. CHANGES TO CONSEQUENTIAL RULINGS

After further consideration, the following change to consequential ruling is placed, on page 24, section 2.1

Motion 6 if carried 7 and 12 fall.

4. WITHDRAWALS

None

5. ERRATA.

1. Motion 5 page 23 should read as;

This Conference instructs the Postal Executive to address the position of RoMEC/RMPFS employees who returned to Royal Mail Group in 2016. Since that time, most terms and conditions have been harmonised, and a new way of working has driven up performance, with 50 fewer Engineers now maintaining the same estate and assets. Our contribution to Royal Mail Group is equal to that of any other Royal Mail employee, yet we remain in a pension scheme that provides a lower standard of living than our co-workers across the Group.

We ask Conference today to support the call for Royal Mail to recognise the significant contribution RMPFS workers make to the business and to harmonise our pensions with the recently established Defined Contribution Pension Scheme.

Bristol and District Amal

2. Motion 50, page 50 should include York & District branch as part of the composite.

6. ALTERATIONS TO PUBLISHED AGENDA.

none

7. APPEALS PROCEDURE

In line with Standing Order 10, Appeals must reach the Standing Orders Committee at conferences@cwu.org by midday on 8th May 2026.

8. MOTIONS AFFECTED BY PRESIDENTS RULING.

Request for ruling on clarification over Rule 8.4.4 and 10.12.2

Dear Mick

Following conversations with the Postal Department over the current state of negotiations with Royal Mail, it has become apparent, that, if there is an Agreement, then this may very well be in front of the membership before the opening or conclusion of the Postal Industry Conference.

This is, of course, fully in line with the current Rule 8.4.4 'the industrial executive must consult the Branches or members concerned by either Branch or individual ballot, as appropriate, the result of which shall be binding on the industrial executive'.

However, as we prepare the agenda for the Postal Conference, it has become obvious that some of the submissions, whilst currently in order, would, if carried, possibly contradict the contents of any proposed agreement. This places the Postal Executive in a possible contradictory situation since Rule 10.12.2 'Postal Conference' states 'The Postal Conference shall be the supreme authority on those occupational and conditions of service issues within the remit of the PEC' and conference decisions are also binding on the Executive.

As it stands the Postal Standing Orders Committee cannot rule the affected motions 'out of order' or even place consequential rulings on them, before any agreement is ratified by the members.

However, should this happen, we will need a ruling on which decision takes precedence and will have to consider our options either under our powers under Rule 10.8 or whether to request action on your behalf, as President under Rule 8.2.4 to prevent contradictory policy being set.

Yours Sincerely

Paddy Magill

Chair, Postal Standing Orders Committee

Presidential Ruling

If an agreement has been put to an Individual member ballot, then even if the result of this ballot is unknown at the time the Conference takes place, the result of the ballot will take precedence over any Conference decision and Rule 10.12.2. Therefore, the Postal Standing Orders Committee shall have the power under Rule 10.8 to rule any motions affected by the individual members' ballot to be void, or rule on my behalf under Rule 8.2.4 to prevent any contradictory policy being set.

Mick Kavanagh,

CWU National President.

As a consequence of the Presidential ruling the following Motions will be void;

Motions 16, 45,72 and 74. The appeal procedure does not apply in these circumstances.

9. STANDING ORDERS COMMITTEE ROOM

Should you wish to contact the Standing Orders Committee (Postal) between Sunday 10th May to Thursday 14th May 2026 they are contactable as follows:

Email: conferences@cwu.org Angela Niven

The Standing Orders Committee Room will be situated in Dressing Room A Backstage, Windsor Hall, BIC, Bournemouth from Sunday 10th May to Thursday 14th May 2026.

During the hours of the Postal Group Conference all correspondence and communications should be directed to the Standing Orders Committee who will be situated on the floor of the Conference.

Paddy Magill

Chair, Standing Orders Committee (Postal)