



MAIL CENTRES & DELIVERY OFFICES TO CLOSE? WHAT IS ROYAL MAIL'S FUTURE STRATEGY?

What are Royal Mail's automation plans? If only we knew! At present Royal Mail are in the midst of purchasing 500 walk sequencing machines as well as new technology they can link to current letter sorting machines. The debate the business is not having with the CWU is where they intend to put the machines. The reason for this is because of the massive impact on CWU members jobs across the country.

Royal Mail know that if they can put walk sequencing machines into mail centres rather than delivery offices than they will not need the amount of delivery offices they have at present and can then sell the buildings and land and pocket all the savings - with no share to you.

How many mail centres do they want to close? If only we knew! At present Royal Mail is announcing mail centre closures without any consultation with the CWU nationally or locally. This clearly contravenes the pay and modernisation agreement we all went on strike for last year. Royal Mail are looking to close mail centres not on the basis of quality or productivity but literally on the basis of how much the land and the building is worth. So once again they can pocket the monies and not share any of it with you.

How many Delivery Offices do they want to close? If only we knew! What we do know is that Royal Mail, on the introduction of walk sequencing machines, want to move the last letter delivered Monday to Saturday to 3pm town and 4pm rural for the whole week. This falls in line with how the machines would sort the mail and in some offices the mail may not be ready for delivery until 10.30 / 11.00am.

We know Royal Mail are looking at delivery office closures and the number will depend on where they situate the walk sequencing machines. If they are in delivery offices then there will be closures but not on the scale if Royal Mail locate the machines in mail centres. Royal Mail must share their plans with us. Their strategy at present could see delivery offices facing closure!

What effect will it have on us? If only we knew! You have seen it already with Royal Mails unacceptable behaviour on our pensions. It is quite obvious though, that without the input of the CWU the amount of jobs and where we work in the future is at threat.

We have to ensure that the CWU has a voice that must be heard to protect our future and that last years strike was not in vain. Every Member and every CWU Rep should try wherever possible to highlight the current way Royal Mail are being managed and support the CWU motion on the following page.

Unity is Strength!

This Conference agrees that we are entering a critical period during which decisions will be made that will determine the future of the Royal Mail Group.

Successive Government failures, Postcomm's recklessness and serious mismanagement by the board means the company is facing the prospect of terminal decline with unprecedented attacks on CWU members' jobs, pensions, pay and conditions.

This outcome can only be avoided if the CWU and all its branches, reps and members are totally engaged in major political and industrial campaigns to secure our future.

The Postal Executive has already agreed to ballot CWU members for industrial action over the unacceptable imposition of pension reforms. However, before a ballot timetable is set, Conference recognises that it is essential the Union fully understand the consequences of Royal Mail's rationalisation plan. This is with particular regard to a meeting with Royal Mail on the 27th May which highlighted the changing nature of Royal Mail's plans and the likelihood of unprecedented office closures and the huge impact this will have on the jobs and lives of CWU members. Therefore, in these circumstances it will be necessary to expand any national industrial action ballot to include other aspects of Royal Mail's rationalisation plan to the affected membership.

The timetable for a ballot will be designed to maximise pressure on the company and the government and will be at the discretion of the Postal Executive. This will ultimately be determined by Royal Mail's response to our demands for urgent negotiations and acceptable agreements on the following:

- Pensions
- The long term future of the Post Office Network
- The future of Mail Centre, Delivery and Distribution Networks

Furthermore, the Postal Group Conference fully endorses the Union's policy and political campaign as agreed at General Conference covering the following key areas:

- Ensuring Government honour their Manifesto commitment and reject any calls for privatisation of the company. The Government must ensure that Royal Mail Group remains a wholly publicly owned, end to end service provider, with the genuine opportunity to compete and increase revenue, providing high quality terms and conditions for the workforce.
- Oppose any attempt to break up the Royal Mail Group including the separation of Post Office Ltd.
- Continue to participate fully in the Independent Review and ensure that the outcome of the Review brings an end to unfair competition, secures a viable USO and maintains the highest possible service standards to the public in line with the CWU Submission.
- Call upon the Government to open up and review all aspects of the current funding package agreed with Royal Mail and provide the company with the future investment required.
- Ensure Government accept their responsibility, as the owner, towards employees' pension arrangements by calling upon Royal Mail to reopen pension negotiations.
- Call upon government to make immediate changes to the Post Office board and put in place leaders who support the company's social obligations and the government's manifesto commitment.

The Postal Group Conference instructs the Postal Executive, all Field Officials, Branches and local Representatives to prioritise and achieve the aims and objectives of this Emergency Motion with immediate effect.

Postal Executive Council

Carried Unanimously!

"This campaign, really is our future, we must ensure that every member supports the campaign. We cannot allow Royal Mail to impose these changes on us" they have to be negotiated!"

Branch Secretary Dave Dowling, York and District Amal Branch