

BOURNEMOUTH & DORSET AMALGAMATED BRANCH

ANNUAL GENERAL REPORT 2008

FEBRUARY 2009

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POSTHORN 2009



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Branch Office on 0844 484 9593 or email:- posthorn@unioncwu.org**

ANNUAL GENERAL MEETING

SUNDAY 22nd FEBRUARY 2009 – 10.30am to 12.30pm

The Annual General Meeting of the CWU Bournemouth & Dorset Amal Branch is being held at the Elstead Hotel, Knyveton Road Bournemouth

AGENDA

- 1) Apologies
- 2) Adoption of Standing Orders
- 3) Obituary List
- 4) Branch Chair's Address
- 5) Minutes of the Previous AGM : Bournemouth 24th February 2008
- 6) Matters Arising from the Minutes
- 7) **Branch Officers Reports (2008)**
 - i) Branch Secretary's Report
 - ii) Branch Treasurer's Report
 - iii) Editor's Report (Deputy Branch Secretary)
 - iiii) Political Officer's Report
 - v) Equal Opportunity Officer's Report
 - vi) Lead Union Learning Representative's Report
 - vii) Youth Officer's Report
 - viii) Women's Officer's Report
- 8) **Branch Business Reports (2008)**
 - i) Counters
 - ii) Parcels
 - iii) Royal Mail Letters
- 9) **Bi-Annual Ratification of the Branch Officials/Representatives :- (2009-2010)**
 - a) Branch Officers
 - b) Branch Auditors
 - c) Area Representatives (Royal Mail)
 - d) Business Representatives & Committee's
 - e) Area Health & Safety Representatives (Royal Mail)
 - f) Unit Health & Safety Representatives (Royal Mail)
 - g) Unit Health & Safety Representative (Parcelforce)
 - h) Unit Union Learning Representatives
- 10)
 - a] Nominations for National/Field Officers positions
 - b] Nominations for Local Affiliated Organisations
- 11) Amendments to Branch Rules
- 12) Any other Competent Business
- 13) Branch Motions/Amendments
- 14) Guest Speaker Kevin Beazer (Regional Secretary South West)

Any Motions/Amendments must be submitted to the Chair no later than 7 days prior to the meeting.

GARY BAILEY

BRANCH CHAIR EMAIL : GARY.BAILEY@UNIONCWU.ORG

Please note if any member require any special arrangements to be able to attend this meeting. Please contact the Branch Office:



Editors report

2008 was quite a good year for me personally holding the position of editor in our Branch. The Branch decided to invest in purchasing Microsoft Publisher which enabled me to improve the quality of the Posthorn publications.

Hopefully all our members will have seen how the Posthorn newsletters have evolved through the year and I personally think more readable and concise.

I published numerous Posthorn newsletters last year, some covering specific topics or events ie. The National Briefing that was held in North-

ampton, and the rally that was held in Manchester to protest to the Government about our pensions. These publications were all done in colour, this has been enabled through the Branch investing in a colour photocopier. I believe because of this investment the Posthorn publications have and will continue to improve. Of course in saying that any publication is only as good as the material within it. Therefore I would like to thank all the contributors through the year who have made my task as editor a pleasure by supplying good reports

with thorough detail.

Following on from the last point, our Branch is still interested if any of our member's would like to contribute to the Posthorn. Please just send a letter to me.

I hope to produce more Posthorn newsletters in 2009. If you have a problem in receiving or getting sight of any of the Posthorn's, or you believe that the office that you work in could do with more copies please contact me or the Branch Office and we will amend our distribution accordingly.

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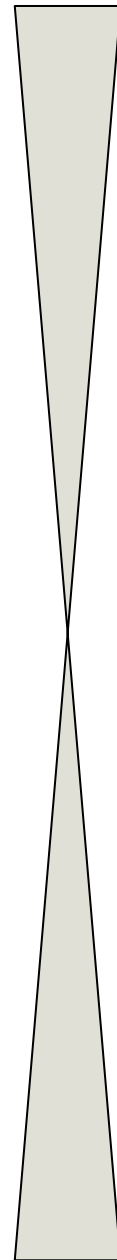
Finally, everybody is telling me that 2009 is going to be a year where we see so many changes, whether it be to our working hours, the way we work or where we work. All I can promise you is that I will endeavour to keep you all updated by asking the relevant representatives to supply me with reports that I can then publish and circulate for you in the form of a Posthorn Newsletter.

I will finish by saying thank you to all the Branch officers who have given me support through the year and made my job as editor a pleasure.

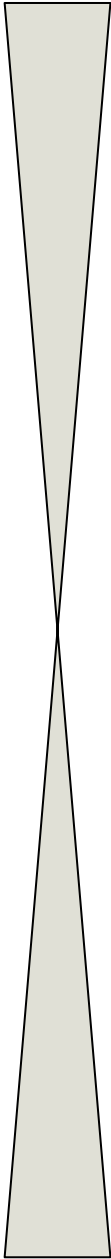
Andy Rook

E Mail :

Andy.rook@unioncwu.org



Branch Chairs Address



2008 was another testing year for us all. The Implementation of the Pay and Modernisation agreement, efficiency savings and Pensions, inside work, and the current economical climate affecting our lives outside of work, and of course the implications this will have on our working lives!! Now I don't want to have you read through this and feel deflated or depressed, but we have to realise, and prepare ourselves for the situation presented to us. 2009 is going to be a very tough year for us all, with proposals for more savings, resulting in possible job cuts and EVR

package's, the ongoing problems with our Pensions and the fallout from the Hooper Report published in December and the major impact this will have on us all!! Everyone has been greatly affected by the Crisis that hit in October, and unfortunately Royal Mail and Parcel Force aren't immune to this. There will be cuts made, jobs lost but hopefully do this with minimal disruption! And of course the Hooper Report could turn into a massive Political and Personal debate over it's content, but it is a debate that we need and could result in a successful Royal Mail

that is managed and regulated properly! (Only time will tell though!)

I was very pleased this year to see an increase in our Official's within the Branch, with the election of a Lead ULR, and Women's Officer, meaning that we now have a full compliment of officials (except Political Officer) at our meeting's and AGM and I hope they enjoy their time serving the Brach and can bring more enthusiasm and Idea's into our Branch, and continue making this Branch a Success!

2009 is going to be a very tough year for us all, with proposal's for more savings, resulting in possible job cuts and EVR package's

On a lighter note you'll be aware of Allan Leighton's imminent departure in March, and I thought we could reflect on his time in charge and think of his achievements. 40'000 job losses, the rush through and implementation of SDD, numerous worthless bonuses, colleague-shares, ask Allan, 8day's of Industrial Action, increased personal wealth, and of course Adam Crozier. All things that I know we will fondly remember him by, and hope that the Government will now employ someone who can keep our core values and principals as a Service and Business in tact and not come in for personal gain and

profiteering!!!

I would like to wish all the new officials and Reps good luck for the next 2 years in office, and of course our serving representatives embarking on 2 more years of service good luck also. And a big Thank you to you all for the support over the past 12 month's for your Branch, your Reps and to myself, And let's embrace 2009, prepare ourselves for the fight, and come out in 12 months time stronger and Together.

Gary Bailey

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Branch Secretary's Report

The Governments review of the Post Office dominated most of 2008 and the long awaited Richard Hooper Review was published on 16 December 2008. The most controversial issue is the part privatisation of the Post Office with the recommendation of a joint partnership with TNT, this was not welcomed by the CWU.

The Hooper report believes the only way that Royal Mail can survive is a partnership in the private sector. Well we have seen in our own area the result of franchising Crown Offices, two offices Dorchester and Weymouth now owned by Counter Management going into administration with £250,000 debts and leaving those Towns without a viable Post Office.

If any member would like a copy of the Hooper Report, please contact me at the Branch Office.

BRANCH ORGANISATION

The Branch went live with the newly designed web-site in January. It was not the launch of a new website but simply a revamp of the previous site. The home page is a more friendly and easy to navigate. There is still work to be done to enhance the site. Please visit the site www.unioncwu.org

The Branch Rules have been

updated and is a matter of debate at the AGM. Headquarters have approved the changes and now its for the membership to endorse the changes that will make the Branch more accountable to the membership.

LEGAL SERVICES

Compensation from 1 January to 31 December 2008 **£92,210.48**

Once again the Branch has been very successful in reaching compensation settlements with third party litigation claims, the employers own in-house scheme, the Personal Accident Benefit Scheme (PABS) which totalled **£17,635.00** and third party claims was **£74,575.48**.

Achieving successful third party claims goes to our firm of solicitor's Simpson Millar, so that our members feel that they do have the personal touch with the solicitor, Simpson Millar occasionally attends the Branch to see members. During 2008 Simpson Millar attended the Branch on 5 occasions.

NATIONAL WELFARE FUND

The National Welfare Fund provided financial help to the sum of £1,450.00 towards helping members who unfortunately find themselves in the need to call upon the service of the Union's Welfare fund.

CAMPAIGNS

The Branch has been active by supporting a number of campaigns during the year where we attended rallies in Bristol supporting the Bristol 3, The Bristol 3 where sacked for management's untrue accusations during the 2007 industrial action; the outcome was successful where

the 3 were reinstated.

In September the Branch also attended a rally in Manchester during the Labour Party Conference campaigning on maintaining Royal Mail in the public service and we now know what to expect now that the Hooper Report has been published. The Branch has also been supportive with the Burslem dispute.

CONCLUSION

It's not going to be an easy year for the Union our main fight is keeping Royal Mail in the Public Service and dealing with the issue of budget savings.

Lets hope the Government will appoint a Chairman who has the principles of keeping Royal Mail in the Public Service and that at local level they look at the way Management treats it's employee's with poor people managements skills resulting in a lack of Dignity and Respect, any manager that falls into this category should not be employed in the business as they are no good for the morale of the employee.

The Union needs our member's support in our endeavours to protect our Public Service and jobs. Like I have said this coming year will be a challenge but I know together we will achieve our aims.

I look forward to seeing as many members at the AGM.

Derek Clash

E Mail : derek.clash@unioncwu.org



Treasurers Report

2008 was a difficult year to keep within my budget forecast. I was over spent by £2,149.01 on my forecast this was mainly due to extra expenditure on education & training for the local branch reps. There were a lot of valuable courses this year and we had some new rep's who needed training to be able to represent the members with quality representation.

I will have details of my budget forecast at the AGM should members wish to see the details

From the General Account we purchased Microsoft Publisher Software for the Branch computers. This will help with the Branch publications. We also up graded the Microsoft Office Software along with the yearly anti-virus software to assist with the day to day running of the Branch.

The Branch also part-exchanged the branch photocopier for a new colour photocopier which will assist with the printing of the ballots, the Post horn and other Branch publications. The photocopier was purchased from the Defence Fund as the only activity in this account was the deposit of the quarterly interest

Branch Accounts

Income & Expenditure 01/01/2008 to 31/12/08.

	<u>General Account</u>	<u>Defence Fund</u>	<u>Political Account</u>
Income	£ 60,518.71	£ 637.23	£1,185.49
Expenditure	£ 63,331.79	£ 13,990.73	£1,717.43
Bank Balance	£ 29,280.12	£ 10,273.92	£ 435.21

I will provide the members with the full details of the branch accounts at the AGM.

Again the continuing fall in the membership is of concern to me and it's going to be a difficult task to keep the membership at a reasonable level.

The Recruitment voucher scheme is still on going and in 2008 the branch paid out **£195.00** in Argos vouchers to members for recruiting non members, this scheme is helping towards steadying the decline so if you know of any non members then recruit them and earn some Argos vouchers

The current membership is as follows;

Confirmed members as at 31/12/2008	Pending members as at 31/12/2008	
Class (A) 1093	Class (A) 6	
Class (B) 286	Class (B) 23	
Class (C) 137	Class (C) 3	
Total 1516	32	= 1548



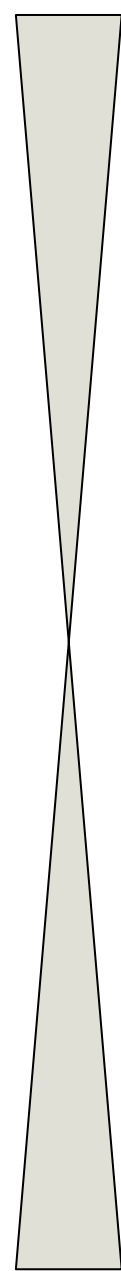
Equality & Diversity Report

Another year passes by and a number of good strides forward have enhanced the fields of equality & diversity and although a number of changes in the law have benefited many it is still a case of “one step forward, two steps back” overall.

On a grass roots level I attended the CWU Disability & Special Needs Conference and found the venue being used was a questionable choice due to it's loca-

tion and had no provision for Disabled access to the reception, not a very good start! What was really frustrating was that all the motions put forward were all equally valid and that only 2 of these would go through to General Conference. Seeing people with real problems in their lives was very humbling and watching a speaker (Dr. Norman Waddington) take the stage who was totally blind, give a speech from Braille was even

more so. The motions put forward although valid surprised me, as I felt that one of them was not as important as some of the others. Eventually motion 3 was carried “calling for the CWU to be at the forefront of lobbying to ensure a high level of awareness on the new legislation covering care providers”. Also motion 9 was carried “calling for basic equality proofing training for all workplace reps”.



Motion 3 called for “a campaign to close the legal loop hole that allows people to discriminate against lesbian, gay, bisexual & transgender People on religious grounds”

My attendance at the CWU Lesbian, Gay, Bisexual & Transgender Conference was even more of an eye opener, with people from all over the country debating another raft of worthwhile Motions affecting everyday people in allsorts of very difficult situations. Some of the anguishing problems people faced were again reflected in the final choice of Motions. Motion 3 called for “a campaign to close the legal loop hole that allows people to discriminate against lesbian, gay, bisexual & transgender people on religious grounds” & Motion 10 which asked the CWU through the work of the lesbian, gay, bisexual and transgender committee “to highlight awareness on the issue of do-

mestic violence and calling upon refuges to be fully inclusive of LGBT victims of domestic violence, and to ensure that they have adequate policies in place to protect victims while they reside in the refuges”.

Elsewhere I will be making a fresh start to follow up on issues left dormant from the year that has just passed. My attendance at the CWU Equal Rights part one course gave me a vast resource and understanding of the current laws & legislation and hopefully I will be attending this years part two, enabling me to enhance my knowledge in these subjects.

Luke Brown

E Mail: luke.brown@unioncwu.org

Lead Union Learning Rep's Report

I took over as lead rep in august of 2008 the learning centre has not been used for 2 to 3 years so I have had to restart from scratch with the help of Derek Clash, Ken Hilton and Tracey Bent project worker for the south east. Tracey and I set out what we wanted to achieve in a step by step way, we have already achieved many of the goals we set out for ourselves.

I have set up a survey in the mail centre to see how many people wanted to use the learning centre and what courses they wanted, so far I have had over 100 completed survey sheets back and this I have

sorted into the most popular courses asked for.

Tracey and I have had meetings with both Poole Adult Education and Bournemouth Adult Education. This has been very interesting with a number of new ideas being put to us. We have managed to get one free course from Bournemouth Adult education this is for digital camera and photography. This will be a 12 week course to start in March, we know we have enough members to run three sessions a day.

The government has said that we are all entitled to one NVQ course Free. What I intend to

do is give as much information as possible on what processes I am going to put in place to take advantage of these free NVQ courses.

1) IAG (information and guidance) this would mean starting in March a training course over a 9 month period mainly at the learning centre with assessor's coming in once a week to see what I am doing enabling me to advise our members on the best options for them and what courses for them to take.

2) Make optimum use of the learning centre with as many courses as we can run promoting the NVQs available and the importance of learning.

The government has said that we are all entitled to one NVQ course Free. What I intend to do is give as much information as possible on what processes I am going to put in place to take advantage of these free NVQ courses.

We as a union have also been offered a course called ICE which is Basic English for migrant workers again I will be attending a 3 day training course to enable me to run these courses on a group or one to one tuition. With the increasing number of migrant workers coming into the business we can :

- a) Help them integrate more easily at work and in the community
- B) Look to increase our membership

base by letting them know the benefits of being a union member. To conclude I will continue with meeting colleges in the following weeks to get as many free or discounted courses as I can and will also visit the other 23 depots in our branch to re introduce them to the learning centre as well.

Barry Underdown

E Mail: barry.underdown@unioncwu



Youth Officer's Report

This Year has been very difficult for me as I have made every effort to get more young members involved and active within the Branch and Trade union movement without success. I have produced newsletters to inform members of issues that affect them and also what I am doing locally, regionally and nationally but unfortunately the national YAC now produce a newsletter that is sent to every member via the voice publication.

On our regional youth committee we have been very fortunate in having three committee members elected onto the national YAC and I believe this was down to a lot of hard work by the committee and our proactive approach to all issues. We have successfully run another education event and we are well on our way to completing our Sound of the south-

west cd which we believe will be a vital recruitment tool.

Nationally the Yac have been very busy in Setting up a facebook group which gives them the ability to contact members via the web also they have been very active in lobbying government about affordable housing and agency workers rights which they believe are two very important issues.

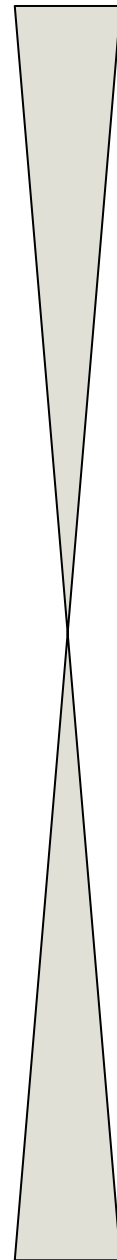
My hopes for this year are to try different initiatives in trying to get more young members involved in the CWU and to get more information that I believe is more beneficial to young people. Also to gain links with anti racism organisations and make more people aware of this issue.

Max Matthews

E Mail:

max.matthews@unioncwu.org

**HELP US RECRUIT A NEW CWU MEMBER
AND WE GIVE YOU A £5 ARGOS GIFT VOUCHER
FOR EVERY MEMBER YOU RECRUIT TO THE CWU!
FOR FURTHER DETAILS CONTACT
GRAHAM HARDY, BRANCH TREASURER
TEL: 0844 484 9593
Email: graham.hardy@unioncwu.org**



Woman's Officer's Report

In November I was elected as Woman's Officer for the Bournemouth & Dorset Amal area. It is the first time the Branch has had a member fulfil this role since the new rule instigated the position.

Now I have the position of Woman's Officer, this will enable me to progress issues relating to our female members within the branch.

As I have only recently

taken the position I am not able to do a full report, but one item I would like to report is that the Branch has put my name forward to attend the woman's conference which is to be held in Manchester on the 27th, 28th and 29th of February.

I recently attended my first Woman's committee meeting in Bristol where we discussed amongst other things looking into how the menopause

affects women at work and what we can do to help them. The newsletter has now been approved and as soon as a date is set it will be distributed to our female members.

I am looking forward to the challenge of this role, and would like to assure all our women members that I am easily contactable via the Branch Office.

Sandra Middleton

E Mail :
Sandra.middleton@
Unioncwu.org



CONTACT DETAILS

PHONE NUMBER : 0800 013 2298

Or VISIT WEBSITE : www.cwuinsurance.co.uk

Parcels Section Report

After a good start to 2008 with traffic levels continuing at a high level after the Christmas rush and the start of leasing vehicles namely Mercedes sprinters, Parcelforce was gearing up for another record year in profits. Unfortunately by June the business was receiving forecast figures well below that which was estimated. From July to August some routes needed to be lapsed to account for the shortfall. On the back of that there was the start of the recession and the lack of consumer spending.

Because we are the leaders in Internet postal deliveries and one of our competitors ceased to trade and we picked up a

percentage of their work we've continued to be one of the best Parcel Couriers with consistent high levels of first time deliveries within the market place having moved from being one of the worst to one of the best couriers in the country and still expected to return record profits for the business. As a business we are looking for innovative ways to attract more business and more challenging ways to cater for our customer needs and a continuing way to secure our futures.

In 2009 I have been chosen to sit on a strand team with all the Area Organisers in the country and their deputies which is called 'THE

TABLE OF SUCCESS' we have split into 5 committees and will be looking at all aspects of the business which I think is a great leap forward in the role of our union in decision making at the top level which will map the future of this business. On these committees are high ranking managers from all sections of the business and on each committee there is a board member in attendance. We will be meeting every 1-2 months and every quarter all the 5 strands will meet to bring as many ideas back to make the business more profitable and ensure conditions for our members in the market place.

Pay 2008- with another substantial increase to basic pay and with the added benefits of a free eye test and £50 towards the cost of glasses every 2 years which runs in tandem with Benenden Health Care secured in the last pay round which is unequalled in any other courier company.

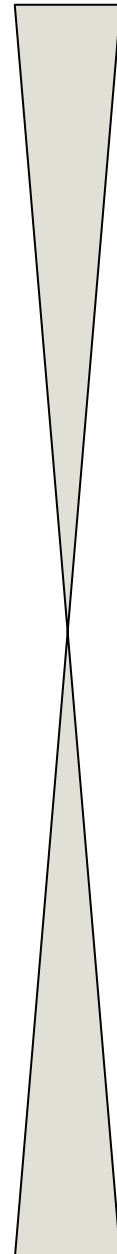
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I'd like to welcome Steve Harris as the new depot learning rep. He has taken over from me and you'll shortly be hearing of new courses he will be

arranging in our learning centre. I hope you'll afford him the same support that you gave me. I'd also like to thank the branch committee, Brian Castle my deputy and Sue Morris our Health and Safety representative for their continued support throughout the year.

Phil Dean

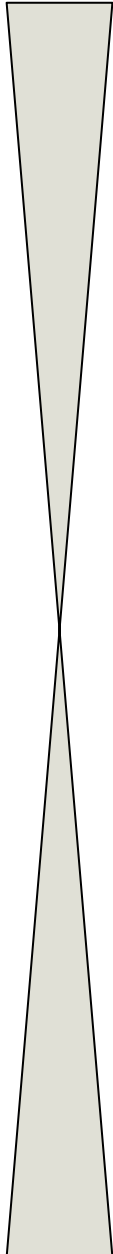
E Mail : phil.dean@unioncwu.org





Royal Mail Letters Section Report

No Report provided.





OBITUARY LIST 2008

**During the year the Branch has learnt
with regret, the death of the following respected members of our
Branch**

Mr D Woodfield – Retired Member

Mr J Thornton – Postman Dorchester

Ms S Challoner – Postwomen Dorchester

**Our sympathies have been passed to
their families:**

**The Views expressed in the Posthorn are not necessary those of the Branch or Union Nationally,
If you wish to contribute to this magazine, please send your contributions to the
Deputy Branch Secretary, CWU, Freepost, New Milton, Hampshire. BH25 6LJ**