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Group: Communication Workers Union

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From the office of Andy Furey Assistant Secretary

Email: afurey@[GRO] Direct line: [GRO]

John Whitefoot  
Employee Relations & Policy Director  
Post Office Limited  
Finsbury Dials  
20 Finsbury Street  
London  
EC2Y 9AQ

Dear John

**Collective Agreement for Losses and Gains – Emergency Motion:  
Inappropriate Use of Discipline**

Further to my recent correspondence regarding the Losses and Gains procedure which, as you know, is contractual due to it being an integral part of the Crown Office Staffing Agreement (COSA).

As a consequence of the heightened activities in regard to our members being potentially disciplined which seemingly has exacerbated since we first raised this matter with you; the Emergency Motion below has been submitted by our Glasgow and Plymouth Branches. The Conference Standing Orders Committee has admitted the Emergency Motion onto the Agenda Pad. This debate will be heard on the afternoon of Tuesday 24th April.

*This Conference is deeply concerned by the contents of LTB 200/18, which was issued on 6th April 2018. In particular, the abuse of the Conduct Code in the Post Office, and the breach of the Losses and Gains Procedure, as outlined in the Crown Office Staffing Agreement are issues that Conference believes cannot be tolerated. Whilst Conference accepts that there may be elements of the agreements that could be updated, Conference believes that this should happen by negotiation and agreement, and not by allowing breaches of these existing agreements that have served our members well for many years.*

*Therefore, Conference instructs the Postal Executive that it takes steps to ensure that:*

- 1. The Post Office reaffirms its commitment to, and abides by the Nationally Agreed procedures in the Conduct Code and the Losses and Gains Procedure until such time as they are renegotiated and any replacement or amended version is agreed.*
- 2. The £30 trigger contained in the Losses and Gains Procedure be updated to take into account inflation since the level was set in 2001.*
- 3. There is an amnesty for any disciplinary penalties that members have already received through this abuse of the Conduct Code, so they are expunged from their records.*

*Glasgow and District Amal  
Plymouth and East Cornwall Amal*

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I have absolutely no doubt that the Emergency Motion will be overwhelmingly carried by our Conference delegates and I envisage a significant debate where the actions of the Post Office management will be heavily criticised. Indeed I expect many of the delegates rising to speak in the debate will highlight examples of management inappropriately disciplining our members whilst ignoring the correct Losses and Gains procedure. I have to say this debate will reflect badly on the Post Office.

The Postal Executive will determine its policy in respect of the Emergency Motion tomorrow. However it will come as no surprise to you that I will be recommending support for the Motion.

I am bringing this development to your attention in advance of our meeting scheduled for Wednesday morning in order that your IR team and the operators can consider this serious situation. Hopefully common sense will prevail and the operators will cease all activities surrounding the use of the Discipline Code and I will be able to report this to our Conference.

Yours sincerely

**GRO**

Andy Furey  
Assistant Secretary

c.c. Roger Gale  
John Dutton  
Lee Kelly  
Martin Rouse  
Steve Blampied  
Lynn Lewis  
John Jones  
Richard Conlon