

92 CATEGORY A: This Conference instructs the Postal Executive to negotiate with all Royal Mail Group employers a stress risk assessment process that will deal with CWU members workplace stress issues.

Newcastle Amal

93 CATEGORY A: This Conference is concerned that employers are not providing suitable and adequate provision for women that are coping with problematic menopausal symptoms at work where CWU members are employed. Employers should be aware that women may change their habitual working practices to help themselves whilst going through the menopause.

The Postal Executive is instructed to open discussions with employers where the CWU is recognised, to seek improvements at work for women that experience the menopause.

This should include but is not exhaustive:

1. Greater awareness for employers about the menopause as an occupational health issue.
2. Training for managers on occupational health issues specific to older workers.
3. Increase flexibility of working hours and arrangements.
4. Better access to formal and informal sources of support.
5. Improvement in workplace temperatures and ventilation.
6. Systematic treatment of requests for adjustments at work.
7. Offer more control over their immediate working environment.
8. Introduction of a workplace policy that deals specifically with the menopause at work and the effects on workers.

Gloucestershire Amal

94 CATEGORY A: This Conference instructs the Postal Executive to negotiate with employers to remove the CAT 2 Hi-Viz waistcoat/jackets from general uniform issue and replace with CAT 3 Hi-Viz waistcoat/jackets.

The reason for this is to protect our drivers from breaching the law by wearing the incorrect Hi-Viz jackets when on different driving duties using different vehicles to perform their normal or overtime duties.

Leicestershire

95 CATEGORY A: This Conference recognises the technological advancements in adverse weather clothing in recent years, and therefore instructs the Postal Executive to negotiate with the respective business units additional items of uniform such as base layers (hot/cold weather), socks (waterproof), trousers with DWR (durable water repellence) this list is not exhaustive.

Glasgow and District Amal