

# Membership & Organising Working Group

## Consultation Paper

Following the BOFT changes and the difficulty in obtaining effective Representatives to fill our Committees we have been questioning our current Committee & Representative structure. This document raises a number of questions about how we can best represent our increasing number of members as well as managing their expectations as we move forward.

We have assumed our current structure of 4 Retail areas (North, South/London, East & West), with ACs in Swindon and Northampton. We can consider Bournemouth at a later date.

Please take time to consider the points raised by the Working Party and prepare comments and suggestions.

### **Representatives**

- 1 What do we want our Representatives to do to ensure they are effective & actively involved?**
- 2 Do we need both Constituency Representatives (CR's) & Local Representatives (LR's)?**
- 3 If we continue with LR's how can they best take ownership of the LR role?**
- 4 Do we require a LR in every branch? If so, do we then group them?**
- 5 Where there is more than 1 branch in a town location have only 1 LR for all?**
- 6 Areas are naturally split under management of the DSMs and ADs. Therefore, could we have 2/3 CR's in one area?**
- 7 Perhaps only send 2/3 people from the area to each area (regional) council meeting?**

### **A suggested example of a Retail Area:**

Wessex Area (16 branches)

Split the area into 3 (AD and 2 DSMs)

Have 1 x LR in each branch & 3 x CR's, 1 to cover each split

**1**

Taunton  
Bridgewater  
Burnham on Sea  
Weston Super Mare

**2**

Bristol x 4  
Yate  
Westbury on Trym

**3**

Melksham  
Trowbridge  
Bath  
Chippenham  
Devizes  
Warminster

- 8 Re-name LR's to Branch Representatives**
- 9 Re-name CR's to Area Representatives (Wessex would then have 3 ARs)**
- 10 Each branch to elect their Branch Representative**
- 11 Branch Reps to elect their Area Reps**
- 12 Should we abolish the structure of AECs?**
- 13 Each Area Rep to elect their own Chair, Equality Rep and Organiser**
- 14 Do we need the roles of Organiser/Equality Officer? If so what should their responsibilities be?**
- 15 Re-name NAO to National Regional Officer?**

#### **Area Council Meetings**

- 16 Why do we have 3 meetings per year? Instead of Area Councils should we have meetings only twice a year & have specific meetings for CC's, SCC's, SFC's, etc?**
- 17 We could have 1 x meeting in April/May & 1 x meeting in October (every other year Conference)**
- 18 Do we need an Area Secretary or can the centre do the agenda/minutes to give them more consistency & structure?**
- 19 If the Areas do not elect a Chair / Vice Chair another option would be for the President to Chair the Area meetings?**

#### **Swindon & Northampton**

- 20 The Constituency & Representative structures seem to be working well as they are**
- 21 Rename Constituency Reps to Departmental Representatives**

**22 Do we need to review the AEC's for Swindon & Northampton to reflect those of Retail?**

### **Subsidiaries**

**23 NTL, UCB Telephone Channels inc Call Handling Centres (Sheffield, Swansea & Wakefield) currently have separate management meetings although the CRs attend the relevant area council to their region. The local management meetings work well although the Area Council content isn't always relevant / appropriate to them.**

**24 At Home & Nationwide International to be separate from the area structure/meetings?**

**25 Existing 'National' constituencies such as property finance, pensioners, lending control, etc. to be transferred to their main department location and covered by one Representative.**

### **General Thoughts**

**26 Once a year or before the area meetings get all Chairs/V Chairs/Secretaries (if we retain them?) together**

**27 Ask UCB & NTL how they would like to take their meeting structure forward**

**28 Use of our website to collect information/feedback from Representatives**

**29 Should Safety Reps & DO's attend area council meetings? Should they become members of the Area Committee?**