

B42

Conference recognises the invaluable work done by the local Filing Branch, Post Room, Repro, etc but these are often understaffed and under pressure. This area is a vital part of the daily running of the office and the members are invariably of the RA grade who feel forgotten and undervalued by the management, yet without these areas the production, which is so important to these very same managers would fall. They are now being denied promotion to the few RO posts that become available; this is not a situation that should continue.

The GEC are therefore instructed to highlight this matter to management and promote the case for these members whose promotion prospects seem to have disappeared.

LYTHAM & LANCASHIRE BRANCH – 030024**Section 10 Equal Opportunities****A43**

Conference notes the availability of term time working in some offices. Further, that arrangements differ from location to location.

Conference instructs the GEC to negotiate with management a Departmental Policy that will give equality of treatment to all staff regardless of where they work.

Such a policy should include:

- The minimum and maximum number of weeks that can be worked.
- Flexibility to be able to choose the number of weeks worked with the limits set above.
- An element of annual leave to be incorporated into any working pattern.
- Set timescales for approval or otherwise of term time applications.
- An appeals process.
- The option to move to a September leave year to coincide with the school year.

BIRKENHEAD BRANCH – 0301001**A44**

Disability management – Conference notes the disability management strategy in place at ISD. Conference instructs the GEC to negotiate this as a central policy with Land Registry management, and to work with local branches to achieve this aim.

PETERBOROUGH BRANCH – 030052

A45

Conference notes the use of Health Management as Occupational Health Advisor to the Land Registry.

This Branch believes that this organisation lacks the necessary skill to be able to give an effective prognosis in cases where the DDA might apply.

Conference instructs the GEC to enter into discussions with Agency management with a view to involving the Disability Rights Commission in the process.

BIRKENHEAD BRANCH – 0301001**Section 11 Managing Attendance****A46 (Composite Motion including A47)**

This conference notes the introduction of 260 days a year working, for the purposes of pay, and overtime calculations. This conference therefore instructs the GEC to negotiate with management the removal of counting weekends for managing attendance purposes since we are not being paid for them.

PLYMOUTH BRANCH – 030053**A47**

Conference notes that management has brought in a new method of calculating pay which result in more pay being deducted on action days, special leave without pay, this would mean a considerable loss to our members. However they do not intend to reduce the sick absence method of including the weekend if you are off sick on Friday and Monday. This is double standards and should at all cost be rejected.

The GEC are therefore instructed to pursue against this method of pay and sick calculation and reject it at the outset.

LYTHAM & LANCASHIRE BRANCH – 030024**A48 (Composite Motion including A49)**

Conference notes the current policy with regard to time taken for hospital appointment being accrued and added to sick leave.

As the timing of these appointments are not in members control and therefore cannot be made out of core time.

The GEC is instructed to pursue management to grant special leave with pay without accruing sick leave for these appointments.

WALES BRANCH – 030047**A49**

Conference recognises that the provision under the Management Attendance Policy, whereby medical appointment time is accrued and added to an employees sick record is both unfair and inconsistent with Management's stated aims of encouraging staff to meet their responsibilities of being 'fit for work'.

It is not always possible to schedule such appointments outside of working hours

and rather than penalising the individual concerned, Management should view attendance at such appointments as a visible sign of the employees willingness to be pro-active as regards to their health and general attendance at work.

We ask the GEC to pursue a revision of this policy with Management at Departmental level.

NOTTINGHAM EAST & WEST BRANCH – 030048**A50 (Falls if Composite Motion A48 is carried)**

Conference notes that in most instances hospital appointments cannot be moved as readily as doctors appointments and follow strict time constraints, and so cannot easily be accommodated with the flexi-time arrangements. Staff are currently penalised for appointments that are generally out of their control.

Conference therefore instructs the GEC to seek amendment to paragraph SH10.5.8 of LR Staff Handbook in regards to hospital appointments by amending the ruling under the Managing Attendance Policy (where hospital appointments are accredited as days or part days sick or where time for appointments is reclaimed) to allow staff to apply for unpaid leave in these circumstances on the production of appropriate paperwork or appointment card.

YORK BRANCH – 030044**A51**

Conference notes that there seems to be a vast difference between the amount of referrals to the medical advisor from different Land Registry offices. Conference therefore instructs the GEC to:

- Obtain statistics from departmental management of the number of referrals to the medical advisor per office.
- To equality proof these statistics.
- To negotiate a standardised procedure for referrals.

DURHAM BRANCH – 030009**Section 12 DLMS****A52**

This Conference agrees to award Chris Baugh a distinguished life membership of the Land Registry group in recognition of his service to the group.

GROUP EXECUTIVE COMMITTEE**A53**

The GEC agrees to award Pete Lathbury a distinguished life membership of the Land Registry group in recognition of his service to the group.

GROUP EXECUTIVE COMMITTEE**A54**

This conference agrees to award Mick McCarthy a distinguished life membership of the Land Registry group in recognition of his service to the group.

GROUP EXECUTIVE COMMITTEE