

## CWU Proportionality Report 2023

### Introduction

The CWU are committed to creating environment where every member can thrive. Each year, we collect diversity data from our membership database. Collecting and analysing our data is important. It helps us to understand what we look like and allows us to examine where problem areas exists, giving us opportunities to take a strategic lead to improve the representation and voices of minority groups.

In 2022 we made progressive advances; expanding on the information we publish, our CWU annual proportionality reports now provide transparency on a broader range of diversity groups and cover a wider selection of union positions.

This year we have continued with our work on improving the data we collect. The CWU 2023 proportionality report now includes the diversity make- up of National BT industrial teams. This is a positive move forward, enabling us to examine proportionality and representation on more of our national decision making committees.

Having good quality data is paramount. At present, our data tells us on average 97% of CWU members have not declared their disability or sexual orientation status with us and 35% of CWU members have not declared their ethnicity. Missing data can distort the picture, potentially meaning some groups are smaller or larger than they appear. This is why one of our key priorities for 2023/24 is to focus on improving data coverage through more voluntary membership data sharing.

Based on the valuable data available the CWU 2023 proportionality report concentrates on gender, race, disability and age. From an intersectional prospective we have continued to focus on BAME women, as there is still compelling evidence that more needs to be done to advance these disadvantaged groups into active roles in the union where they are either significantly underrepresented or absent.

The structure of the report has been broken into 3 sections. The first section looks at CWU membership amongst women, BAME, disability, retired and young worker groups. The second section provides a comprehensive diversity breakdown on all listed CWU positions at every level of the CWU structure. To assist with identifying proportional and non-proportional groups for each position, table charts have been colour coded using red to represent areas of under-representation and green to represent areas of proportional representation. Comparisons with last year's activism rates are included and are illustrated in red brackets. The third section is an Appendix; providing statistical data of women, BAME, BAME women, disability and young worker proportionality rates for each of the CWU's 10 Regions. It is hoped that this information is useful to regions in that it provides scope for future regional opportunities and initiatives.

The data used in this report has been gathered from the CWU membership database and is a sample taken from the period of March 2023.

All information used relies on data provided by members and branches. Since the last data gathering process, it has been identified that that 90% of branches and 100% of regions and HQ departments updated their reps and officers data between 2022 and 2023, as such the data used in this report is the most accurate data available but cannot claim to be one hundred per cent accurate or complete.

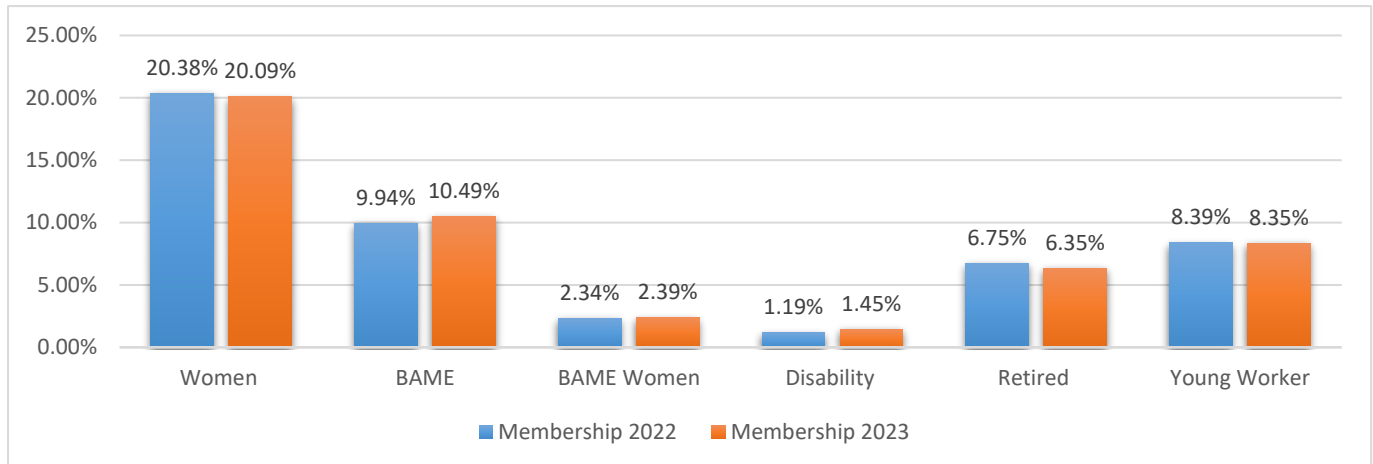
## Section 1: National Membership diversity breakdown

The following section illustrates data relating to CWU membership among women, BAME, BAME women, disability and young workers.

From the beginning of March 2023 the total number of CWU members was 184,426. Compared with membership figures from the previous year (March 2022) **there has been a decline of 2,339 members in the last 12 months.**

Table 1 shows the percentage make up of CWU women, BAME, BAME women, disability and young worker members from the total number of CWU members between the period of 2022 and 2023.

**Table 1:**



Source: CWU: OLS, 2022

As illustrated above women make up 20.09%, BAME 10.49%, BAME women 2.39%, disability 1.45%, retired members 6.35% and Young Workers 8.35% of Total CWU Membership.

In the last 12 months membership for women, retired members and young workers fell. Retired members saw the biggest decline (-5%), followed by women (-2.6%) and young workers (-1.7%).

In contrast membership for BAME, BAME women and members who have a disability increased on average by 9%. These outcomes may be offset by more members updating and declaring their ethnicity and disability status and the -1.25% decrease in total CWU membership figures recorded in the last year.

## Section 2: Activism - Diversity Breakdown

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

To determine whether CWU structures are representative of the diversity of CWU membership, this section measures CWU membership rates broken down by equality strand (disaggregation) against activist statistics within the composition of our various democratic structures. Activism rates, from the CWU's 2022 proportionality report have been included in all table charts and are illustrated in red brackets.

### Branch Positions

Branches have a variety of different elected positions which cover a range of different roles and responsibilities. In order to monitor and review activism participation rates of diverse members and any disparities amongst particular roles, branch positions have been divided into the following six categories:

- |                                    |  |
|------------------------------------|--|
| 1. Branch Principal Officers       | 4. Branch Health and Safety Officers                     |
| 2. Branch Officers                 | 5. Branch Industrial Relations/Workplace Representatives |
| 3. Branch Learning Representatives | 6. Branch Committee Member (Only)                        |

It is noted here that branch disability and LGBT+ champions are not official branch positions in CWU rule, as such they have not been included in this report. However it is recognised that the number of branches introducing Disability and LGBT+ champion roles has increased in the last 12 months. Currently **12% of CWU branches have a disability champion** compared with 10% recorded in 2022 and **18 % of branches have a LGBT+ champion** compared with 11% recorded in the previous year.

### Branch Principal Officers

Branch principal officers comprise branch chairperson, branch secretary and branch treasurer positions (including deputy positions). These positions manage the running of the branch, handle branch administration work and support the work of other branch representatives and officers. As such they play an active leadership role within the branch and are key to organising democracy and ensuring branch sustainability.

Table 2 illustrates a breakdown of CWU women, BAME, BAME women, disability and young worker members in branch principal officer roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 2:**

Branch Position	Total Role holders	No. of women holding position	% of women 2023	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers

Branch Principal Officer Roles											
Branch Chairperson	<b>121</b> (120)	9 <sup>(10)</sup>	7.43%	4 <sup>(6)</sup>	3.3%	0 <sup>(1)</sup>	0.0%	3 <sup>(3)</sup>	2.48%	1 <sup>(1)</sup>	0.82%
Branch Vice Chairperson	<b>70</b> (72)	6 <sup>(7)</sup>	8.57%	2 <sup>(2)</sup>	1.17%	0 <sup>(0)</sup>	0.0%	3 <sup>(4)</sup>	4.29%	0 <sup>(0)</sup>	0.0%
Branch Secretary	<b>123</b> (124)	10 <sup>(8)</sup>	8.13%	14 <sup>(14)</sup>	11.31%	2 <sup>(2)</sup>	1.62%	14 <sup>(10)</sup>	11.38%	0 <sup>(0)</sup>	0.0%
Branch Deputy/Assistant Secretary	<b>154</b> (161)	33 <sup>(32)</sup>	21.42%	14 <sup>(15)</sup>	9.09%	3 <sup>(2)</sup>	1.94%	18 <sup>(20)</sup>	11.69%	3 <sup>(3)</sup>	1.94%
Branch Section Secretary	<b>31</b> (31)	3 <sup>(3)</sup>	9.68%	0 <sup>(4)</sup>	0.0%	0 <sup>(0)</sup>	0%	4 <sup>(4)</sup>	12.90%	0 <sup>(0)</sup>	0.0%
Branch Retired Section Secretary	<b>70</b> (68)	5 <sup>(6)</sup>	7.14%	1 <sup>(1)</sup>	1.42%	0 <sup>(0)</sup>	0%	3 <sup>(4)</sup>	4.29%	0 <sup>(0)</sup>	0.0%
Branch Treasurer	<b>114</b> (119)	26 <sup>(27)</sup>	22.8%	4 <sup>(2)</sup>	3.50%	1 <sup>(1)</sup>	0.87%	3 <sup>(3)</sup>	2.63%	3 <sup>(1)</sup>	2.63%
<b>Total Principal Branch Officer roles</b>	<b>683</b> (695)	<b>92</b> (93)	<b>13.4%</b> (13.38%)	<b>39</b> (44)	<b>5.7%</b> (6.33%)	<b>6</b> (6)	<b>0.87%</b> (0.86%)	<b>48</b> (48)	<b>7.02%</b> (6.90%)	<b>7</b> (5)	<b>1.02%</b> (0.71%)
<b>Increase/decrease 2022-2023</b>	<b>-12</b>	<b>-1</b>	<b>-1.07%</b>	<b>-5</b>	<b>-11.36%</b>	<b>-</b>	<b>0%</b>	<b>-</b>	<b>0%</b>	<b>+2</b>	<b>+40%</b>

The above table (Table 2) illustrates there has been a decline in the total number of activists holding branch principal officer roles. In total, there are now 12 less activists holding these types of positions, compared with figures recorded a year earlier. This outcome may be offset by the number of branches that merged between 2022 and 2023.

Representation of BAME members in branch section secretary positions has seen the biggest decline amongst monitored proportionality groups, down from 4 recorded in 2022 to zero recorded in 2023. BAME members are now totally absent in these role.

From a more positive aspect young workers representation in branch principal officer roles increased by 40% in the last year. There are now 3 Young workers representatives in branch treasurer positions up from 1 recorded in 2022.

Women's representation in branch secretary roles also rose, up from 8 recorded in 2022 to 10 recorded in 2023. Indicating a trajectory change from declining trends illustrated in previous years. CWU women members are now proportionally represented in assistant branch secretary roles and branch treasurer positions.

BAME members remain proportionally represented in branch secretary roles, however BAME women overall are still grossly underrepresented in all branch principal officer positions, unchanged from the previous year.

The only equality strand group that remains proportionate in all branch principal roles is the disability strand, however, as previously mentioned in the introduction, this is offset by a large number of members who have yet to declare their disability status and update their CWU personal membership details.

## Branch Officers

Branch officers comprise branch organising, communications, political and equality officer roles. Equality officers play an important role in promoting and achieving equality at a local level. The main responsibility of an equality officer is to lead on the CWU's equality work in the branch, while branch organisers, communication officers and political officers lead on their respective roles and subject areas of speciality.

Table 3 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in other branch officer roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 3:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
Branch Organiser	21 (19)	1 (1)	4.76%	3 (2)	14.28%	0 (0)	0.0%	2 (1)	9.52%	1 (1)	4.76%
Branch Editor/ Communications Officer	14 (15)	5 (5)	35.7%	2 (3)	14.28%	1 (1)	7.14%	1 (1)	7.14%	0 (2)	0.0%
Branch Equality Officer	102 (104)	45 (43)	44.11%	22 (22)	21.56%	4 (3)	3.92%	15 (13)	14.71%	2 (2)	1.96%
Branch Political Officer	96 (97)	7 (7)	7.29%	5 (6)	5.2%	0 (0)	0.0%	6 (5)	6.25%	2 (2)	2.08%
Branch Young Workers Officer	83 (80)	28 (24)	33.73%	11 (9)	13.25%	2 (2)	2.4%	6 (7)	7.23%	61 (60)	73.49%
Branch Women's Officer	108 (111)	107 (111)	99%	13 (9)	12.03%	12 (9)	11.11%	10 (8)	9.26%	8 (9)	7.40%
Branch BAME Officer	74 (73)	11 (11)	15.07%	54 (58)	72.97%	6 (7)	8.10%	2 (3)	2.70%	3 (3)	4.05%
<b>Total Branch Officer roles</b> (excluding Branch Principal Officer roles)	<b>498</b> (499)	<b>204</b> (202)	<b>40.96%</b> (40.48%)	<b>110</b> (109)	<b>22.08%</b> (21.84%)	<b>25</b> (22)	<b>5.02%</b> (4.4%)	<b>42</b> (38)	<b>8.43%</b> (7.61%)	<b>77</b> (79)	<b>15.46%</b> (15.83%)
<b>Increase/decrease 2022-2023</b>	<b>-1</b>	<b>+2</b>	<b>+ 0.99%</b>	<b>+1</b>	<b>+0.91%</b>	<b>+3</b>	<b>+13.63%</b>	<b>+4</b>	<b>10.52%</b>	<b>-2</b>	<b>-2.53%</b>

Table 3 shows in total there is one less activist holding a branch officer position compared to the previous year figures.

There has been a noticeable decline of young workers representation in Branch Editor/Communications Officer positions. Young workers representation is now absent from this particular role compared to figures recorded in 2022.

In contrast there has been a noticeable increase in women, BAME, disability and BAME women representation in organising and equality strand roles. In addition women and BAME representation in young worker officer positions have increased by an average of 20%.

Compared to last year’s recorded figures our data informs us that BAME women representation in branch women officers’ positions increased, from 9 reported in 2022 to 13 recorded in 2023. This is a positive outcome, BAME women are now proportionality represented in branch women officer roles.

In total women members remain proportionally represented in branch editor/communication roles and in branch equality, women’s, and young worker officer positions. Representation levels for members with a disability remains unchanged from the previous year.

In reference to young worker activist rates in branch officer roles, our data shows that young worker members are only proportionally represented in young worker positions. Noticeable themes of under-representation for diverse member groups in branch political roles remain unchanged in 2023.

Branch Learning Representatives

Branch learning representatives comprise branch lead union learning rep and branch union learning rep. Branch learning representatives are responsible for supporting, developing and improving the learning culture within the workplace by organising local courses, supporting and encouraging members and representatives to take part in learning.

Table 4 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in branch learning representative roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets

**Table 4:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Learning Representative Roles</b>											
Branch Lead Union Learning Rep	45 (40)	11 (10)	24.44%	3 (3)	6.66%	0 (1)	0.0%	5 (5)	11.11%	0 (1)	0.0%

Branch Union Learning Rep	111 (115)	25 (25)	22.52%	19 (21)	17.11%	4 (4)	3.60%	12 (10)	10.81%	1 (2)	0.09%
<b>Total Branch learning Reps</b>	<b>156</b> (155)	<b>36</b> (35)	<b>23.07%</b> (22.58%)	<b>22</b> (24)	<b>14.1%</b> (15.48%)	<b>4</b> (5)	<b>2.56%</b> (3.22%)	<b>17</b> (15)	<b>10.89%</b> (9.67%)	<b>1</b> (3)	<b>0.64%</b> (1.95%)
<b>Increase/ Decrease 2022 - 2023</b>	<b>+1</b>	<b>+1</b>	<b>2.85%</b>	<b>-2</b>	<b>-35.29%</b>	<b>-1</b>	<b>-20%</b>	<b>+2</b>	<b>13.33%</b>	<b>-2</b>	<b>-66.66%</b>

As illustrated in table 4, overall the total number of branch learning representatives increased by one in the last 12 months. The majority of growth is due to a 12.5% rise in the total number of members holding lead union learning rep positions. Women and disability representation increased in these roles by 3% and 13% respectively.

Regrettably, BAME representation in branch ULR roles has not been so progressive. This year our data shows BAME representation in ULR positions decreased by nearly 10% between 2022 and 2023. BAME member representation is now absent in this role.

BAME Women and Young workers representation in branch lead ULR roles also decreased in the last year. Our data shows that their representation is totally absent in branch lead ULR roles.

Overall Young workers representation has experienced the biggest decline. There is now only one young worker holding the role of branch union learning rep.

Despite this set back, in total Women, BAME Women, BAME members and members with disabilities remain proportionally represented in ULR positions.

#### Branch Health and Safety Representatives

Branch Health and Safety Representatives comprise Area Health and Safety Representatives (ASRs) and Workplace Safety Representatives (WSRs). Health and Safety representatives are responsible for carrying out regular workplace inspections, consulting with members and management on health and safety issues and ensuring that employers are adhering to their safety policies and carrying out their legal duties.

Table 5 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in branch health and safety positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 5:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
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Branch Area Health and Safety Roles											
Branch Area Health and Safety Rep (ASR)	110 <sup>(100)</sup>	7 <sup>(7)</sup>	6.36%	4 <sup>(5)</sup>	3.63%	1 <sup>(1)</sup>	0.90%	5 <sup>(5)</sup>	4.55%	1 <sup>(1)</sup>	1%
Branch Workplace Health and Safety Rep (WSR)	939 <sup>(966)</sup>	127 <sup>(131)</sup>	13.53%	73 <sup>(73)</sup>	7.77%	11 <sup>(11)</sup>	1.17%	24 <sup>(25)</sup>	2.56%	15 <sup>(19)</sup>	1.96%
<b>Total Branch Health and Safety Reps</b>	<b>1049</b> <sup>(1066)</sup>	<b>134</b> <sup>(138)</sup>	<b>12.77%</b> <sup>(12.94%)</sup>	<b>77</b> <sup>(78)</sup>	<b>7.34%</b> <sup>(7.31%)</sup>	<b>12</b> <sup>(12)</sup>	<b>1.14%</b> <sup>(1.12%)</sup>	<b>29</b> <sup>(30)</sup>	<b>2.76%</b> <sup>(2.81%)</sup>	<b>16</b> <sup>(20)</sup>	<b>1.87%</b> <sup>(1.87%)</sup>
<b>Increase/ Decrease 2022-2023</b>	<b>-17</b>	<b>-4</b>	<b>-2.89%</b>	<b>-1</b>	<b>-1.28%</b>	<b>-</b>	<b>0%</b>	<b>-1</b>	<b>-3.33%</b>	<b>-4</b>	<b>-20%</b>

As illustrated in table 5, there has been a common theme of decline theme across all monitored equality groups for members holding branch Health and Safety roles. In total there are now 17 less members holding area and workplace safety representative positions than there was a year ago. Women and young workers experienced the biggest decline amongst monitored equality groups.

In total, Women, Young Workers, BAME and BAME women all remain under-represented in branch health and safety positions.

#### Branch Industrial Relations/Workplace Representatives

Branch Industrial Relations (IR) and workplace representatives comprise in the postal constituency; area delivery, processing and distribution representatives and workplace industrial relations representative in the T&FS constituency. Industrial relations representatives and/or workplace representatives are responsible for representing CWU members, negotiating and consulting with management and members on workplace issues regarding employment terms and conditions.

Table 6 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in branch industrial relations and workplace representative positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 6:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
Branch Industrial Relations (IR) and workplace representatives											
Branch Area Delivery Rep	96 <sup>(98)</sup>	3 <sup>(2)</sup>	3.13%	1 <sup>(2)</sup>	1.04%	1 <sup>(1)</sup>	1.04%	6 <sup>(6)</sup>	6.25%	0 <sup>(0)</sup>	0%



Branch deputy/assistant Area Delivery Rep	<b>72</b> (8)	4 (5)	5.56%	2 (3)	2.77%	0 (0)	0%	2 (2)	2.78%	0 (0)	0%
Branch Area Distribution rep	<b>39</b> (38)	2 (2)	5.13%	1 (1)	2.56%	0 (0)	0%	3 (3)	7.69%	0 (0)	0%
Branch deputy/ assistant Area Distribution Rep	<b>33</b> (35)	2 (1)	6.06%	1 (1)	3.03%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Processing Rep	<b>44</b> (42)	1 (1)	2.27%	8 (8)	18.18%	0 (0)	0%	1 (1)	2.27%	0 (1)	0%
Branch deputy/assistant Area Processing Rep	<b>36</b> (35)	1 (1)	2.78%	4 (4)	11.11%	0 (0)	0%	1 (1)	2.78%	1 (0)	2.77%
Industrial Relations Workplace Rep (Postal)	<b>1532</b> (1518)	142 (135)	9.27%	109 (101)	7.11%	10 (9)	0.06%	34 (31)	2.22%	21 (28)	1.37%
Industrial Relations deputy/assistant Workplace Rep (Postal)	<b>636</b> (558)	97 (83)	15.25%	58 (51)	30.02%	9 (7)	1.41%	6 (1)	0.94%	13 (13)	2.04%
Workplace Rep (T&FS)	<b>192</b> (121)	44 (31)	22.92%	18 (15)	9.37%	5 (4)	2.60%	16 (12)	8.33%	28 (15)	14.58%
Workplace deputy/assistant Rep (TF&S)	<b>15</b> (17)	6 (7)	40.00%	1 (1)	6.66%	0 (0)	0%	1 (0)	6.67%	0 (2)	0%
<b>Total Branch Industrial Relations/Workplace Rep</b>	<b>2695</b> (2542)	<b>302</b> (238)	<b>11.02%</b> (9.36%)	<b>203</b> (187)	<b>7.53%</b> (7.35%)	<b>25</b> (21)	<b>0.92%</b> (0.82%)	<b>70</b> (57)	<b>2.59%</b> (2.24%)	<b>63</b> (59)	<b>(2.32%)</b>
<b>Increase/Decrease 2022-2023</b>	<b>+153</b>	<b>+64</b>	<b>+26.89%</b>	<b>+16</b>	<b>+8.55%</b>	<b>+4</b>	<b>+19.04%</b>	<b>+13</b>	<b>+22.8%</b>	<b>+4</b>	<b>+6.77%</b>

Committee Member only	<b>287</b> (312)	73 (73)	25.44%	20 (23)	6.96%	7 (7)	2.43%	15 (13)	5.23%	16 (23)	5.57%
<b>Increase/Decrease 2022-2023</b>	<b>-25</b>	-	<b>0%</b>	<b>-3</b>	<b>-13%</b>	-	<b>0%</b>	<b>+2</b>	<b>15.38%</b>	<b>- 7</b>	<b>-30.43%</b>

Table 6 shows, in total, there has been 6% increase in the number of members holding IR/ workplace representative positions in the last 12 months.

There are noticeable increases of representation across all monitored equality stand groups, particularly in local IR/Workplace representative roles. Women’s representation has experienced the biggest increase. This is a positive development, however women, BAME women and young worker members remain under-represented in IR roles within the postal constituency indicating that more needs to be done.

The number of CWU members who sit on committees has decreased in the last 12 months. There are now 25 less members sitting on these types of committees. BAME and Young workers representation has experienced the biggest decline.

**Table 7:**

Branch Position	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	No. Young workers holding position
Total Branch Positions and Committee members	<b>5368</b> (5217)	<b>841</b> (785)	<b>15.66%</b>	<b>471</b> (465)	<b>8.77%</b>	<b>79</b> (74)	<b>1.47%</b>	<b>221</b> (199)	<b>4.11%</b>	<b>180</b> (192)	<b>3.35%</b>
<b>Increase/Decrease 2022-2023</b>	<b>+151</b>	<b>+56</b>	<b>7.13%</b>	<b>+6</b>	<b>1.29%</b>	<b>-5</b>	<b>-6.75%</b>	<b>+22</b>	<b>11%</b>	<b>- 12</b>	<b>-6.25%</b>

Table 7 illustrates, in total, membership representation for branch positions and committees increased by 151 between the periods of 2022 and 2023. Women’s representation experienced the biggest increase (7%), from an intersectional aspect this progress has been mainly driven by non BAME women as our data illustrates, BAME women representation in total branch positions and committees fell by 7% in the last 12 months. Young worker representation also experienced similar levels of decline between the same periods.

## Regional Positions/Regional Executive Committees

Regional positions comprise regional principal officer's roles (secretary, assistant secretary, finance secretary and chairperson) and regional lead roles (political, women, BAME, LGBT+, disability, young worker, retired, health and safety). Regional positions and Regional Executive Committees are fundamental to bringing key people together, connecting constituencies and delivering joined up strategies on non-industrial work.

Table 8 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in regional principal officer and regional leads positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 8:**

<u>Regional positions</u>	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Regional Principal Officers</b>											
Regional Secretary	10 <sup>(10)</sup>	3 <sup>(2)</sup>	30%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Regional Chair	10 <sup>(9)</sup>	6 <sup>(5)</sup>	60%	2 <sup>(2)</sup>	20%	1 <sup>(0)</sup>	10%	1 <sup>(1)</sup>	10%	0 <sup>(0)</sup>	0%
Regional Finance Secretary	8 <sup>(10)</sup>	2 <sup>(8)</sup>	25%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	12.5%	0 <sup>(1)</sup>	0%
Regional Assistant Secretary	10 <sup>(9)</sup>	5 <sup>(6)</sup>	50%	2 <sup>(2)</sup>	20%	1 <sup>(2)</sup>	10%	1 <sup>(1)</sup>	10%	0 <sup>(0)</sup>	0%
<b>Total Regional Principal Roles</b>	<b>38</b> <sup>(38)</sup>	<b>16</b> <sup>(21)</sup>	<b>42.1%</b> <sup>(55.26%)</sup>	<b>4</b> <sup>(4)</sup>	<b>10.52%</b> <sup>(10.52%)</sup>	<b>2</b> <sup>(2)</sup>	<b>5.26%</b> <sup>(5.26%)</sup>	<b>3</b> <sup>(3)</sup>	<b>7.89%</b> <sup>(7.89)</sup>	<b>0</b> <sup>(1)</sup>	<b>0%</b> <sup>(2.63%)</sup>
<b>Increase/ Decrease 2022/2023</b>	-	-5	<b>-23.8%</b>	-	-	-	-	-	-	<b>-1</b>	<b>-100%</b>
<b>Regional Lead</b>											
Regional Lead Political	9 <sup>(9)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	11.11%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(1)</sup>	0%
Regional Lead Women	10 <sup>(10)</sup>	10 <sup>(10)</sup>	100%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	2 <sup>(2)</sup>	20%	0 <sup>(0)</sup>	0%
Regional Lead BAME	7 <sup>(9)</sup>	1 <sup>(3)</sup>	14.28%	6 <sup>(8)</sup>	85.71%	1 <sup>(3)</sup>	14.28%	0 <sup>(1)</sup>	0%	0 <sup>(0)</sup>	0%

Regional Lead LGBT+	7 (8)	4 (6)	57.14%	0 (0)	0%	0 (0)	0%	4 (4)	57.14%	0 (0)	0%
Regional Lead Disability	10 (9)	3 (3)	30%	1 (1)	10%	0 (0)	0%	6 (6)	60%	0 (0)	0%
Regional Lead Young Workers	6 (8)	2 (2)	33.33%	2 (3)	33.33%	1 (1)	16.66%	0 (1)	0%	5 (8)	83.33%
Regional Lead Retired Members	10 (9)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Regional Lead Health and Safety	9 (9)	0 (0)	0%	0 (0)	0%	0 (0)	0%	2 (0)	22.22%	0 (0)	0%
Regional Lead Education	10 (10)	2 (2)	20%	1 (1)	10%	0 (0)	0%	1 (1)	10%	0 (0)	0%
<b>Total Regional Officers Positions</b>	<b>79</b> (81)	<b>22</b> (26)	<b>27.87%</b> (32.09%)	<b>11</b> (14)	<b>13.92%</b> (17.28%)	<b>2</b> (4)	<b>2.53%</b> (4.93%)	<b>15</b> (15)	<b>18.98%</b> (18.51%)	<b>5</b> (9)	<b>6.32%</b> (11.11%)
<b>Increase/ Decrease 2022-2023</b>	<b>-2</b>	<b>-4</b>	<b>-15.38%</b>	<b>-3</b>	<b>-21.42%</b>	<b>-2</b>	<b>-50%</b>	<b>-</b>	<b>-</b>	<b>-4</b>	<b>-44.44%</b>
<b>Total Regional Executive Committee (includes Regional Principal Officers positions)</b>	<b>117</b> (119)	<b>38</b> (47)	<b>32.47%</b> (39.49%)	<b>15</b> (18)	<b>12.82%</b> (15.12%)	<b>4</b> (6)	<b>3.41%</b> (5.04%)	<b>18</b> (18)	<b>15.38%</b> (15.12%)	<b>5</b> (10)	<b>4.27%</b> (8.40%)
<b>Increase/ Decrease 2022-2023</b>	<b>-2</b>	<b>-9</b>	<b>-19.14%</b>	<b>-3</b>	<b>-16.66%</b>	<b>-2</b>	<b>-33.33%</b>	<b>-</b>	<b>-</b>	<b>-5</b>	<b>-50%</b>

As illustrated in table 8, there is a visible trend of activism decline of diverse representation between 2022 and 2023 in total regional officer positions. Young worker representation has seen the biggest decline (-50%).

Women representation in total regional officer positions also declined by 19% in the last year, with BAME women experiencing the worse declines of -33%. Despite this downturn, guaranteed seats for women in Regional Principle roles has protected female representation, as such women and BAME women remain represented in these roles, unchanged from 2023.

#### Divisional Positions (Postal)

Divisional representative positions comprise divisional representative roles and deputy (or sub) divisional representatives' positions. Divisional representatives are senior industrial relations representatives who are elected to represent a division of branches and members in the postal constituency. Divisional and deputy divisional representatives are responsible for negotiating and consulting with senior management on workplace issues regarding employment terms and conditions.

Table 9 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in divisional and deputy divisional roles. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 9:**

<b><u>Divisional positions</u></b>	Total Role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Divisional Representatives</b>											
Divisional Reps	19	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	5.26%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Deputy Divisional Reps	10	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
<b>Total Divisional Representatives</b>	<b>29</b>	<b>0</b>	<b>0%</b>	<b>1</b>	<b>3.44%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Increase/ Decrease 2022-2023</b>	-	-	-	-	-	-	-	-	-	-	-

The data illustrated in table 9 shows that women, BAME, BAME women, disability and young worker members remain under-represented in divisional and deputy divisional representative positions, unchanged from last year's reported figures.

### **National Positions**

For the purpose of this report data for CWU positions at national level has been split into three separate categories ; National Positions, National Executive Members and National BT industrial teams. National positions comprise the President, Vice President, General and Deputy General Secretaries, Assistant Secretaries (industrial and non-industrial) and Officers and Heads of HQ Departments. National Executive members comprise members from the National Executive Council, Postal Executive and Telecoms and Financial Services Executive. National BT industrial teams comprise lay members and national executive members responsible for different areas of BT business. For example Openreach.

Table 10 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in National positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 10:**

National positions	Total Role Holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>National Positions</b>											
<b>President/ Vice President</b>											
President	1 (1)	1 (1)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Vice president	1 (1)	1 (1)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>General Secretaries/ Deputy General Secretary</b>											
General Secretary	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Senior Deputy General Secretary	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Deputy General Secretary (T&FS)	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Deputy General Secretary (Postal)	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Industrial Assistant Secretaries</b>											
Assistant Secretary (Postal)	4 (5)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Assistant Secretary (TF&S)	7 (7)	2 (2)	28.57%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Assistant Secretary/ Heads and Officers of dept.</b>											

Assistant Secretary Health and Safety	1 <sup>(1)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Assistant Secretary Legal Services	1 <sup>(1)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Heads/Officer of Department	5 <sup>(4)</sup>	1 <sup>(0)</sup>	25%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
<b>Total National positions</b>	<b>22</b> <sup>(23)</sup>	<b>5</b>	<b>21.73%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
<b>Increase/ Decrease 2022-2023</b>	<b>-1</b>	-	-	-	-	-	-	-	-	-	-

As shown in Table 10, updated data illustrates that there is 1 less position holder in National positions. In terms of diversity and proportional representation there has been no change in the last 12 months. Women remain proportionally represented in total national roles.

#### National Executives

Table 11 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in National Executive positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red brackets.

**Table 11:**

National positions	Total Role Holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>NEC Member</b>	<b>33</b> <sup>(34)</sup>	10 <sup>(10)</sup>	39.41%	7 <sup>(8)</sup>	23.52%	3 <sup>(3)</sup>	8.82%	5 <sup>(5)</sup>	14.70%	2 <sup>(3)</sup>	8.82%
PEC Member	<b>17</b> <sup>(17)</sup>	3 <sup>(3)</sup>	17.64%	2 <sup>(2)</sup>	11.76%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	5.88%	0 <sup>(0)</sup>	0%
T&FSE Member	<b>16</b> <sup>(16)</sup>	8 <sup>(8)</sup>	50%	2 <sup>(5)</sup>	12.50%	2 <sup>(0)</sup>	12.50%	1 <sup>(1)</sup>	6.25%	2 <sup>(2)</sup>	12.50%

<b>Total National Executive</b>	<b>66</b> <small>(67)</small>	<b>22</b> <small>(22)</small>	<b>32.8%</b>	<b>11</b> <small>(12)</small>	<b>17.9%</b>	<b>5</b> <small>(5)</small>	<b>7.46%</b>	<b>7</b> <small>(7)</small>	<b>10.44%</b>	<b>5</b> <small>(5)</small>	<b>7.46%</b>
<b>Increase/Decrease 2022-2023</b>	<b>-1</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-8.33%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

As illustrated in the above table (table 11) all monitored equality strand groups are proportionally represented on the National Executive Council, unchanged from the previous year. This is despite the fact there is one less BAME representative on the NEC compared to figures reported in 2022.

On the T&FS and Postal executive there has been no change due to no elections taking place this year.

#### National BT Teams

Table 12 illustrates a breakdown of women, BAME, BAME women, disability and young worker members in National BT industrial team positions. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation.

**Table 12:**

	Total Role Holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>BT National Team</b>											
Business NT	6	3	50%	1	16.66%	1	16.66%	1	16.66%	0	0%
Consumer NT	5	3	60%	0	0%	0	0%	1	20%	1	20%
Digital & Networks NT:	5	1	20%	0	0%	0	0%	1	20%	0	0%
Openreach NT	7	2	28.57%	0	0%	0	0%	0	0%	2	28.57%
<b>Total</b>	<b>23</b>	<b>9</b>	<b>39.13%</b>	<b>1</b>	<b>4.34%</b>	<b>1</b>	<b>4.34%</b>	<b>3</b>	<b>13.04%</b>	<b>3</b>	<b>13.04%</b>

Table 12 shows in total, women, BAME women, young workers and members with disabilities are proportionality represented on BT National teams. However representation for BAME members are underrepresented on Consumer, Digital % Networks and Openreach national teams.



## Conclusion

In conclusion, retired members, women and Young workers membership levels declined by an average of -3% in the last 12 months, whereas membership levels for BAME, BAME women and members with disabilities grew on average by 6%. These outcomes may be due to more members voluntary updating and declaring their membership disability status and a -1.25 decrease in total CWU membership figures recorded between March 2022 and March 2023.

In terms of activism rates, in total, between the periods of 2022 and 2023 there has been a visible declining trend of members holding branch non IR roles. From a proportionality prospective women and young workers representation in branch health and safety roles fell by 3% and 20% respectively. Whereas BAME representation in branch principle roles fell by 11%. There has also been noticeable declines in BAME and Young Workers representation in branch union learning representative positions. BAME representation fell by 35% in the last 12 months and Young workers representation fell by 67% compared with last year's figures.

In contrast, the total number of members in branch IR and workplace representative positions increased by 6% in the last 12 months. Subsequently Womens representation increased by 27%, BAME representation increased by 8.5%, BAME women representation increased by 19%, young workers representation increased by 6.8% and representation for members with disabilities increased by 22.5%. Women representation in branch secretaries' positions also increased by 25%, indicating a trajectory change from declining trends illustrated in previous years.

Similar trends of officer decline have been found at regional level. For example between 2022 and 2023 young worker representation in total regional roles fell by 50%. And women's representation fell by 19%.

Overall the introduction of guaranteed seats has been successful in guaranteeing proportional representation on the NEC and in regional principle roles.

There is also a healthy balance of women, BAME, BAME Women and disability representation in equality and learning representative roles

However our data informs us that there are trends of underrepresentation for all monitored proportionality groups in IR, Political, Health and Safety, Branch principle officer and branch committee positions.

## Appendix

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

### Section 3: Proportionality by Region

The chart below (table A) provides a snapshot of the total number of role holders in situ within each regional. To assist with identifying proportional and non-proportional groups for each position, the following table chart has been colour-coded using red to represent areas of under-representation and green to represent areas of proportional representation. 2022 activism rates have been included and are illustrated in red.

**Table A:**

Region	Total number of regional role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
Eastern	<b>11</b> (12)	5 (6)	45.45%	0 (5)	0%	0 (1)	0%	4 (3)	36.36%	0 (0)	0%
London	<b>13</b> (11)	3 (2)	23.07%	5 (5)	38.46	1 (1)	7.69%	0 (0)	0%	1 (1)	7.69%
Midlands	<b>12</b> (13)	3 (4)	25%	4 (3)	33.33	1 (1)	8.33%	1 (1)	8.33%	1 (1)	8.33%
North East	<b>13</b> (12)	7 (6)	53.84%	3 (2)	23.07	1 (0)	7.69%	2 (2)	15.38%	1 (1)	7.69%
North West	<b>12</b> (13)	3 (4)	25%	1 (2)	8.33%	0 (0)	0%	1 (2)	8.33%	1 (1)	8.33%
Northern Ireland	<b>11</b> (9)	4 (3)	36.36%	0 (0)	0%	0 (0)	0%	1 (1)	9.09%	0 (1)	0%
Scotland	<b>12</b> (12)	5 (5)	41.66%	1 (1)	8.33%	0 (0)	0%	4 (4)	33.33%	0 (2)	0%
South East	<b>11</b> (8)	4 (3)	36.36%	0 (0)	0%	0 (0)	0%	1 (2)	9.09%	0 (0)	0%
South West	<b>13</b> (12)	4 (4)	30.76%	1 (1)	7.69%	1 (1)	7.69%	2 (2)	15.38%	1 (1)	7.69%
Wales	<b>10</b> (10)	6 (5)	60	0 (0)	0%	0 (0)	0%	2 (2)	20%	0 (0)	0%

The following pages provide each CWU Region with a proportional breakdown of women, BAME, BAME women, disability and young workers representation by branch position.

**Eastern Region** \* 2022 activism figures have been included and are illustrated in red brackets.

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>Eastern Region</b>	<b>Total number of role holders</b>	<b>No. of women holding position</b>	<b>% of women</b>	<b>No. of BAME holding position</b>	<b>% of BAME</b>	<b>No of BAME Women holding position</b>	<b>% of BAME Women holding position</b>	<b>No. of members with disabilities holding position</b>	<b>% of members with disabilities</b>	<b>No. Young workers holding position</b>	<b>% of Young workers</b>
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	12 (11)	0 (0)	0%	0 (1)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Vice Chairperson	5 (6)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Secretary	13 (13)	3 (3)	23.07%	1 (1)	7.69%	1 (1)	7.69%	1 (1)	7.69%	0 (0)	0%
Branch deputy/Assistant Secretary	17 (18)	2 (2)	11.76%	0 (0)	0%	0 (0)	0%	1 (2)	5.88%	0 (1)	0%
Branch Section Secretary	3 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Retired Section Secretary	7 (7)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	14.28%	0 (0)	0%
Branch Treasurer	9 (11)	1 (1)	11.11%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (1)	0%
<b>Total Branch Principal Officer</b>	<b>66</b> (69)	<b>6</b> (6)	<b>9.09%</b> (8.69%)	<b>1</b> (2)	<b>1.51%</b> (2.89%)	<b>1</b> (1)	<b>1.44%</b> (1.44%)	<b>3</b> (4)	<b>4.54%</b> (5.79%)	<b>0</b> (2)	<b>0%</b> (2.89%)
<b>Increase/Decrease 2022-2023</b>	<b>-3</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-50%</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-25%</b>	<b>-2</b>	<b>-100%</b>
<b>Branch Officer Roles</b>											
Branch Organiser	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Editor/Communications Officer	4 (4)	1 (1)	25%	1 (1)	25%	1 (1)	25%	0 (0)	0%	0 (0)	0%
Branch Equality Officer	9 (8)	5 (4)	55.55%	2 (1)	22.22%	1 (0)	11.11%	3 (2)	33.33%	1 (1)	11.11%
Branch Political Officer	10 (9)	1 (1)	10%	0 (0)	0%	0 (0)	0%	2 (1)	20%	0 (0)	0%
Branch Young Workers Officer	7 (8)	1 (0)	14.28%	0 (1)	0%	0 (0)	0%	0 (0)	0%	5 (5)	71.42%
Branch Women's Officer	10 (10)	10 (10)	100%	1 (1)	10%	1 (1)	10%	1 (1)	10%	0 (0)	0%
Branch BAME Officer	5 (9)	2 (2)	40%	5 (9)	100%	2 (2)	40%	0 (1)	0%	0 (0)	0%
<b>Total Branch Officers</b>	<b>45</b> (42)	<b>20</b> (18)	<b>44.44%</b> (37.5%)	<b>9</b> (13)	<b>20%</b> (27.08%)	<b>5</b> (4)	<b>11.11%</b> (8.33%)	<b>6</b> (5)	<b>13.33%</b> (10.41)	<b>6</b> (6)	<b>13.33%</b> (12.5%)
<b>Increase/Decrease 2022-2023</b>	<b>-3</b>	<b>+2</b>	<b>11.11%</b>	<b>-4</b>	<b>-30.7%</b>	<b>+1</b>	<b>25%</b>	<b>+1</b>	<b>20%</b>	<b>-</b>	<b>-</b>
<b>Branch Union Learning Representative Roles</b>											

Branch Lead Union Learning Rep	5 (4)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	20%	0 (0)	0%
Branch Union Learning Rep	11 (14)	2 (2)	18.18%	3 (0)	27.27%	0 (0)	0%	1 (1)	9.09%	0 (0)	0%
<b>Total Branch Learning Reps</b>	<b>16</b> (18)	<b>2</b> (2)	<b>12.5%</b> (11.11%)	<b>3</b> (0)	<b>18.75%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>2</b> (2)	<b>12.5%</b> (11.11%)	<b>0</b> (0)	<b>0%</b>
<b>Increase/Decrease 2022-2023</b>	<b>-2</b>	<b>-</b>	<b>-</b>	<b>+3</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	14 (12)	1 (1)	7.14%	1 (1)	7.14%	0 (0)	0%	1 (5)	7.14%	0 (0)	0%
Branch Workplace Health and Safety Rep	103 (117)	20 (18)	19.41%	9 (10)	8.73%	3 (1)	2.91%	3 (1)	2.91%	5 (3)	4.85%
<b>Total Branch Health and Safety Reps</b>	<b>117</b> (129)	<b>21</b> (19)	<b>17.94%</b> (14.72%)	<b>10</b> (11)	<b>8.54%</b> (8.52%)	<b>3</b> (1)	<b>2.56%</b> (0.77%)	<b>4</b> (6)	<b>3.41%</b> (4.65%)	<b>5</b> (3)	<b>4.27%</b> (2.32%)
<b>Increase/Decrease 2022-2023</b>	<b>-12</b>	<b>+2</b>	<b>10.52%</b>	<b>-1</b>	<b>-9.09%</b>	<b>+2</b>	<b>200%</b>	<b>-2</b>	<b>50%</b>	<b>+2</b>	<b>66.66%</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	9 (10)	0 (0)	0%	0 (1)	0%	0 (0)	0%	1 (1)	11.11%	0 (0)	0%
Branch deputy/assistant Area Delivery Rep	10 (10)	1 (1)	10%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Distribution rep	4 (4)	1 (1)	25%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/ assistant Area Distribution Rep	1 (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Processing Rep	5 (5)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Processing Rep	2 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Industrial Relations Workplace Rep (Postal)	159 (150)	16 (10)	10.06%	10 (8)	6.28%	2 (2)	2.01%	1 (1)	0.62%	1 (2)	0.62%
Industrial Relations deputy/assistant Workplace Rep (Postal)	96 (89)	10 (10)	10.41%	10 (11)	10.41%	2 (2)	2.08%	3 (1)	3.12%	2 (3)	2.08%
Workplace Rep (T&FS)	34 (4)	3 (0)	8.82%	0 (0)	0%	0 (0)	0%	0 (0)	0%	3 (1)	8.82%
Workplace deputy/assistant Rep (TF&S)	0 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (1)	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>320</b> (278)	<b>31</b> (22)	<b>9.68%</b> (7.55%)	<b>20</b> (20)	<b>6.25%</b> (7.19%)	<b>4</b> (4)	<b>1.25%</b> (1.43%)	<b>5</b> (3)	<b>1.56%</b> (1.07%)	<b>5</b> (7)	<b>1.56%</b> (2.51%)

<b>Increase/Decrease 2022-2023</b>	<b>+ 42</b>	<b>+9</b>	<b>40.9%</b>	-	-	-	-	<b>+2</b>	<b>66.66%</b>	<b>-2</b>	<b>-28.6%</b>
Branch Committee Member only	25 (27)	6 (6)	24%	1 (1)	4%	0 (0)	0%	0 (0)	0%	1 (3)	4%
<b>Total Branch Positions and Committee members in Region</b>	<b>589</b> (569)	<b>86</b> (73)	<b>14.6%</b> (12.65%)	<b>44</b> (47)	<b>7.47%</b> (8.27%)	<b>13</b> (10)	<b>2.2%</b> (1.75%)	<b>20</b> (20)	<b>3.39%</b> (3.51%)	<b>16</b> (21)	<b>2.71%</b> (3.69%)
<b>Increase/Decrease 2022-2023</b>	<b>+ 20</b>	<b>+13</b>	<b>17.08%</b>	<b>-3</b>	<b>-6.38%</b>	<b>+3</b>	<b>30%</b>	-	-	<b>-5</b>	<b>-23.8%</b>

**London Region** \* 2022 activism figures have been included and are illustrated in red brackets.

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>London Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	21 <sup>(21)</sup>	1 <sup>(2)</sup>	4.76%	2 <sup>(3)</sup>	9.52%	0 <sup>(1)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Vice Chairperson	11 <sup>(11)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	9.09%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Secretary	20 <sup>(21)</sup>	2 <sup>(2)</sup>	10%	6 <sup>(5)</sup>	30%	1 <sup>(0)</sup>	5%	1 <sup>(0)</sup>	5%	0 <sup>(0)</sup>	0%
Branch deputy/Assistant Secretary	29 <sup>(29)</sup>	5 <sup>(3)</sup>	17.24%	7 <sup>(6)</sup>	24.13%	2 <sup>(0)</sup>	6.89%	2 <sup>(3)</sup>	6.89%	0 <sup>(0)</sup>	0%
Branch Section Secretary	4 <sup>(4)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Retired Section Secretary	14 <sup>(13)</sup>	0 <sup>(0)</sup>	0	1 <sup>(1)</sup>	7.14%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Treasurer	20 <sup>(19)</sup>	4 <sup>(4)</sup>	20%	1 <sup>(1)</sup>	5%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	5%	0 <sup>(0)</sup>	0%
<b>Total Principal Branch Officers</b>	<b>119</b> <sup>(118)</sup>	<b>12</b> <sup>(11)</sup>	<b>10%</b> <sup>(9.32%)</sup>	<b>18</b> <sup>(17)</sup>	<b>15.12%</b> <sup>(14.45)</sup>	<b>3</b> <sup>(1)</sup>	<b>2.52%</b> <sup>(0.84%)</sup>	<b>4</b> <sup>(4)</sup>	<b>3.36%</b> <sup>(3.38%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b>
<b>Increase/Decrease 2022-2023</b>	<b>+1</b>	<b>+1</b>	<b>9.09%</b>	<b>+1</b>	<b>5.88%</b>	<b>+2</b>	<b>200%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Branch Officer Roles</b>											
Branch Organiser	4 <sup>(4)</sup>	0 <sup>(0)</sup>	0%	2 <sup>(1)</sup>	50%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Editor/Communications Officer	2 <sup>(2)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	50%	0 <sup>(1)</sup>	0%
Branch Equality Officer	15 <sup>(17)</sup>	2 <sup>(2)</sup>	13.33%	6 <sup>(7)</sup>	40%	0 <sup>(0)</sup>	0%	2 <sup>(2)</sup>	13.33%	0 <sup>(0)</sup>	0%
Branch Political Officer	16 <sup>(17)</sup>	0 <sup>(0)</sup>	0%	2 <sup>(1)</sup>	12.50%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	6.25%	0 <sup>(0)</sup>	0%
Branch Young Workers Officer	11 <sup>(13)</sup>	3 <sup>(3)</sup>	27.27%	3 <sup>(2)</sup>	27.27%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	9.09%	7 <sup>(9)</sup>	63.63%
Branch Women's Officer	18 <sup>(19)</sup>	18 <sup>(19)</sup>	100%	7 <sup>(6)</sup>	38.88%	7 <sup>(4)</sup>	38.88%	1 <sup>(1)</sup>	5.55%	2 <sup>(2)</sup>	11.11%
Branch BAME Officer	15 <sup>(16)</sup>	2 <sup>(3)</sup>	13.33%	10 <sup>(12)</sup>	66.66%	1 <sup>(2)</sup>	6.66%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
<b>Total Branch Officers</b>	<b>81</b> <sup>(88)</sup>	<b>25</b> <sup>(27)</sup>	<b>30.86%</b> <sup>(31.11%)</sup>	<b>30</b> <sup>(28)</sup>	<b>37%</b> <sup>(30.68%)</sup>	<b>8</b> <sup>(6)</sup>	<b>9.87%</b> <sup>(6.81%)</sup>	<b>6</b> <sup>(6)</sup>	<b>7.4%</b> <sup>(6.81%)</sup>	<b>9</b> <sup>(12)</sup>	<b>11.11%</b> <sup>(13.63%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>-7</b>	<b>-2</b>	<b>-7.4%</b>	<b>+2</b>	<b>7.14%</b>	<b>+2</b>	<b>33.33%</b>	<b>-</b>	<b>-</b>	<b>-3</b>	<b>-25%</b>
<b>Branch Union Learning Representative Roles</b>											

Branch Lead Union Learning Rep	5 <sup>(5)</sup>	1 <sup>(2)</sup>	20%	2 <sup>(0)</sup>	40%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	20%	0 <sup>(0)</sup>	0%
Branch Union Learning Rep	9 <sup>(8)</sup>	1 <sup>(1)</sup>	11.11%	0 <sup>(3)</sup>	0%	1 <sup>(1)</sup>	11.11%	2 <sup>(1)</sup>	22.22%	0 <sup>(0)</sup>	0%
<b>Total Branch Learning Reps</b>	<b>14</b> <sup>(13)</sup>	<b>2</b> <sup>(3)</sup>	<b>14.28%</b> <sup>(23.07%)</sup>	<b>2</b> <sup>(3)</sup>	<b>14.28%</b> <sup>(23.07%)</sup>	<b>1</b> <sup>(1)</sup>	<b>7.14%</b> <sup>(7.69%)</sup>	<b>3</b> <sup>(2)</sup>	<b>21.42%</b> <sup>(15.38%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b>
<b>Increase/Decrease 2022-2023</b>	<b>+1</b>	<b>-1</b>	<b>-33.33%</b>	<b>-1</b>	<b>-33.3%</b>	<b>-</b>	<b>-</b>	<b>+1</b>	<b>50%</b>	<b>-</b>	<b>-</b>
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	13 <sup>(12)</sup>	1 <sup>(0)</sup>	7.68%	1 <sup>(1)</sup>	7.69%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Workplace Health and Safety Rep	107 <sup>(105)</sup>	1 <sup>(0)</sup>	0.93%	16 <sup>(16)</sup>	14.95%	3 <sup>(3)</sup>	2.80%	2 <sup>(2)</sup>	1.68%	2 <sup>(3)</sup>	1.86%
<b>Total Branch Health and Safety Reps</b>	<b>120</b> <sup>(117)</sup>	<b>2</b> <sup>(0)</sup>	<b>1.66%</b> <sup>(0%)</sup>	<b>17</b> <sup>(17)</sup>	<b>14.16%</b> <sup>(14.52%)</sup>	<b>3</b> <sup>(3)</sup>	<b>2.5%</b> <sup>(2.56%)</sup>	<b>2</b> <sup>(2)</sup>	<b>1.66%</b> <sup>(1.7%)</sup>	<b>2</b> <sup>(3)</sup>	<b>1.66%</b> <sup>(2.56%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>+3</b>	<b>+2</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-33.3%</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	16 <sup>(17)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch deputy/assistant Area Delivery Rep	13 <sup>(14)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Area Distribution rep	7 <sup>(7)</sup>	1 <sup>(1)</sup>	14.28%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch deputy/ assistant Area Distribution Rep	6 <sup>(6)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Area Processing Rep	5 <sup>(5)</sup>	0 <sup>(0)</sup>	0%	3 <sup>(3)</sup>	60%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch deputy/assistant Area Processing Rep	6 <sup>(6)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	16.66%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Industrial Relations Workplace Rep (Postal)	206 <sup>(205)</sup>	11 <sup>(12)</sup>	5.33%	31 <sup>(30)</sup>	15.04%	1 <sup>(1)</sup>	0.48%	7 <sup>(5)</sup>	3.39%	3 <sup>(2)</sup>	1.45%
Industrial Relations deputy/assistant Workplace Rep (Postal)	105 <sup>(99)</sup>	16 <sup>(12)</sup>	15.23%	20 <sup>(16)</sup>	19.04%	3 <sup>(1)</sup>	2.85%	0 <sup>(0)</sup>	0%	3 <sup>(2)</sup>	2.85%
Workplace Rep (T&FS)	2 <sup>(0)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(0)</sup>	50%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Workplace deputy/assistant Rep (TF&S)	0 <sup>(0)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
<b>Total Branch Industrial Relations Reps</b>	<b>366</b>	<b>28</b>	<b>7.65%</b>	<b>56</b>	<b>15.03%</b>	<b>4</b>	<b>1.09%</b>	<b>7</b>	<b>191%</b>	<b>3</b>	<b>0.81%</b>

	(359)	(25)	(6.96%)	(50)	(13.92%)	(2)	(0.55%)	(5)	(1.39%)	(4)	(1.11%)
<b>Increase/Decrease 2022-2023</b>	<b>+7</b>	<b>+3</b>	<b>12%</b>	<b>+6</b>	<b>12%</b>	<b>+2</b>	<b>100%</b>	<b>+2</b>	<b>40%</b>	<b>-1</b>	<b>-25%</b>
Branch Committee Member only	<b>26</b> (28)	1 (1)	<b>3.87%</b> (3.57%)	3 (5)	<b>11.53%</b> (17.85%)	0 (0)	<b>0%</b>	<b>1</b> (0)	<b>3.84%</b>	0 (0)	<b>0%</b>
<b>Total Branch Positions and Committee members in Region</b>	<b>726</b> (723)	<b>69</b> (67)	<b>9.5%</b> (9.26%)	<b>126</b> (120)	<b>17.35%</b> (16.59%)	<b>19</b> (13)	<b>2.61%</b> (1.79%)	<b>23</b> (19)	<b>3.16%</b> (2.62%)	<b>14</b> (19)	<b>1.92%</b> (2.62%)
<b>Increase/Decrease 2022-2023</b>	<b>+3</b>	<b>+2</b>	<b>2.98%</b>	<b>+6</b>	<b>5%</b>	<b>+6</b>	<b>46.15%</b>	<b>+4</b>	<b>21%</b>	<b>-5</b>	<b>-26.3%</b>

**Midlands Region** \* 2022 activism figures have been included and are illustrated in red brackets.

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.



<b>Midlands Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	<b>11</b> (12)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	9.09%	0 (0)	0%
Branch Vice Chairperson	<b>10</b> (10)	1 (1)	10%	0 (0)	0%	0 (0)	0%	1 (0)	0%	0 (0)	0%
Branch Secretary	<b>12</b> (12)	1 (0)	8.33%	3 (3)	25%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/Assistant Secretary	<b>18</b> (19)	6 (6)	33.33%	4 (6)	22.22%	0 (1)	0%	1 (1)	5.55%	0 (0)	0%
Branch Section Secretary	<b>2</b> (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Retired Section Secretary	<b>8</b> (8)	2 (3)	25%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Treasurer	<b>10</b> (11)	1 (1)	10%	0 (0)	0%	0 (0)	0%	0 (0)	9.09%	1 (0)	10%
<b>Total Principal Branch Officers</b>	<b>71</b> (74)	<b>11</b> (11)	<b>15.49%</b> (14.86%)	<b>7</b> (9)	<b>9.85%</b> (12.16%)	<b>0</b> (1)	<b>0%</b> (1.35%)	<b>3</b> (2)	<b>4.22%</b> (2.7%)	<b>1</b> (0)	<b>1.4%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	<b>-3</b>	-	-	<b>-2</b>	<b>-22.2%</b>	<b>-1</b>	<b>-100%</b>	<b>+1</b>	<b>50%</b>	<b>+1</b>	<b>100%</b>
<b>Branch Officer Roles</b>											
Branch Organiser	<b>1</b> (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Editor/Communications Officer	<b>1</b> (1)	0 (0)	0%	1 (1)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Equality Officer	<b>8</b> (10)	5 (4)	62.50%	3 (4)	37.5%	2 (2)	25%	0 (0)	0%	0 (0)	0%
Branch Political Officer	<b>7</b> (8)	1 (1)	14.28%	1 (1)	14.28%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Young Workers Officer	<b>12</b> (9)	3 (3)	25%	2 (1)	16.66%	0 (0)	0%	0 (0)	0%	10 (8)	83.33%
Branch Women's Officer	<b>11</b> (12)	11 (12)	100%	1 (1)	9.09%	1 (1)	9.09%	2 (2)	18.18%	0 (0)	0%
Branch BAME Officer	<b>11</b> (10)	1 (1)	9.09%	10 (9)	90.9%	1 (1)	9.09%	0 (0)	0%	0 (0)	0%
<b>Total Branch Officers</b>	<b>51</b> (51)	<b>21</b> (21)	<b>41.17%</b> (41.17%)	<b>18</b> (17)	<b>35.29%</b> (33.33%)	<b>4</b> (4)	<b>7.84%</b> (7.84%)	<b>2</b> (2)	<b>3.92%</b> (3.92%)	<b>10</b> (8)	<b>19.06%</b> (15.68%)
<b>Increase/Decrease 2022-2023</b>	-	-	-	<b>+1</b>	<b>5.88%</b>	-	-	-	-	<b>+2</b>	<b>25%</b>
<b>Branch Union Learning Representative Roles</b>											

Branch Lead Union Learning Rep	7 (6)	1 (1)	14.28%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Union Learning Rep	21 (22)	4 (5)	19.04%	7 (7)	33.33%	1 (1)	4.76%	0 (0)	0%	0 (0)	0%
<b>Total Branch Learning Reps</b>	<b>28</b> (28)	<b>5</b> (6)	<b>17.85%</b> (21.42%)	<b>7</b> (7)	<b>25%</b> (25%)	<b>1</b> (1)	<b>3.57%</b> (3.57%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	-	-1	-16.66%	-	-	-	-	-	-	-	-
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	10 (9)	1 (1)	10%	0 (1)	0%	0 (0)	0%	0 (1)	0%	0 (0)	0%
Branch Workplace Health and Safety Rep	144 (144)	24 (23)	16.66%	21 (18)	14.58%	5 (4)	3.47%	0 (2)	0%	1 (2)	0.69%
<b>Total Branch Health and Safety Reps</b>	<b>154</b> (153)	<b>25</b> (24)	<b>16.23%</b> (15.68%)	<b>21</b> (19)	<b>13.63%</b> (12.41%)	<b>5</b> (4)	<b>3.24%</b> (2.61%)	<b>0</b> (3)	<b>0%</b> (1.96%)	<b>1</b> (2)	<b>0.64%</b> (1.3%)
<b>Increase/Decrease 2022-2023</b>	+1	+1	4.16%	+2	10.52%	+1	25%	-3	-100%	-1	-50%
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	8 (8)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	12.5%	0 (0)	0%
Branch deputy/assistant Area Delivery Rep	7 (8)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Distribution rep	3 (3)	0 (0)	0%	1 (1)	33.33%	0 (0)	0%	1 (1)	33.33%	0 (0)	0%
Branch deputy/ assistant Area Distribution Rep	3 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Processing Rep	7 (6)	0 (0)	0%	2 (2)	28.57%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Processing Rep	6 (6)	0 (0)	0%	2 (2)	33.33%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Industrial Relations Workplace Rep (Postal)	218 (207)	23 (20)	10.55%	30 (29)	13.76%	3 (3)	1.05%	5 (4)	2.29%	2 (2)	0.91%
Industrial Relations deputy/assistant Workplace Rep (Postal)	88 (77)	16 (15)	18.88%	3 (4)	3.4%	0 (0)	0%	0 (0)	0%	2 (2)	2.27%
Workplace Rep (T&FS)	32 (29)	8 (8)	25%	9 (11)	28.12%	2 (1)	6.25%	1 (2)	3.12%	4 (1)	12.5%
Workplace deputy/assistant Rep (TF&S)	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (0)	0%	0 (0)	0%
<b>Total Industrial Relations/ Workplace Rep</b>	<b>372</b> (347)	<b>47</b> (43)	<b>12.63%</b> (12.39%)	<b>48</b> (49)	<b>12.9%</b> (14.12%)	<b>5</b> (4)	<b>1.34%</b> (1.15%)	<b>9</b> (8)	<b>2.4%</b> (2.3%)	<b>8</b> (5)	<b>2.15%</b> (1.44%)

<b>Increase/Decrease 2022-2023</b>	<b>+ 25</b>	<b>+4</b>		<b>-1</b>	<b>-2.04%</b>	<b>+1</b>	<b>25%</b>	<b>-1</b>	<b>-12.5%</b>	<b>+3</b>	<b>60%</b>
Branch Committee Member only	<b>24</b> <i>(27)</i>	9 <i>(9)</i>	<b>37.5%</b>	5 <i>(5)</i>	<b>20.83%</b>	3 <i>(3)</i>	<b>12.5%</b>	5 <i>(5)</i>	20.8% <i>(18.51%)</i>	1 <i>(1)</i>	<b>4.16%</b> <i>(3.7%)</i>
<b>Total Branch Positions and Committee members in Region</b>	<b>700</b> <i>(680)</i>	<b>118</b> <i>(114)</i>	<b>16.85%</b> <i>(16.76%)</i>	<b>106</b> <i>(106)</i>	<b>15.14%</b> <i>(15.58%)</i>	<b>15</b> <i>(17)</i>	<b>2.14%</b>	<b>19</b> <i>(20)</i>	<b>2.71%</b> <i>(2.94%)</i>	<b>21</b> <i>(16)</i>	<b>3%</b> <i>(2.35%)</i>
<b>Increase/Decrease 2022-2023</b>	<b>+20</b>	<b>+4</b>	<b>3.5%</b>	-	-	<b>-2</b>	<b>-11.76%</b>	<b>-1</b>	<b>-5%</b>	<b>+5</b>	<b>31.25%</b>

**North East Region** \* 2022 activism figures have been included and are illustrated in red brackets.

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>North East Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	16 (16)	4 (4)	25%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Vice Chairperson	8 (9)	2 (3)	25%	1 (1)	12.5%	0 (0)	0%	1 (1)	12.5%	0 (0)	0%
Branch Secretary	16 (16)	0 (0)	0%	1 (1)	6.25%	0 (0)	0%	3 (3)	18.75%	0 (0)	0%
Branch deputy/Assistant Secretary	24 (24)	4 (4)	16.66%	0 (0)	0%	0 (0)	0%	0 (5)	0%	1 (0)	4.16%
Branch Section Secretary	7 (7)	2 (2)	28.56%	0 (0)	0%	0 (0)	0%	1 (1)	14.28%	0 (0)	0%
Branch Retired Section Secretary	12 (9)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	8.33%	0 (0)	0%
Branch Treasurer	16 (16)	2 (2)	12.50%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Branch Principal Officers</b>	<b>99</b> (97)	<b>14</b> (15)	<b>14.14%</b> (15.46%)	<b>2</b> (2)	<b>2.02%</b> (2.06%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>6</b> (11)	<b>6.06%</b> (11.34%)	<b>1</b> (0)	<b>1.01%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	<b>+2</b>	<b>-1</b>	<b>-6.66%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-5</b>	<b>-45.45%</b>	<b>+1</b>	
<b>Branch Officer Roles</b>											
Branch Organiser	4 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	25%	0 (0)	0%
Branch Editor/Communications Officer	1 (2)	1 (1)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Equality Officer	18 (19)	7 (8)	38.88%	3 (2)	16.66%	0 (0)	0%	5 (4)	27.77%	0 (0)	0%
Branch Political Officer	14 (14)	0 (0)	0%	0 (1)	0%	0 (0)	0%	1 (1)	7.14%	1 (1)	7.14%
Branch Young Workers Officer	13 (10)	3 (4)	23.07%	1 (1)	7.69%	1 (1)	7.69%	2 (1)	15.38%	10 (9)	76.92%
Branch Women's Officer	14 (13)	14 (13)	100%	0 (0)	0%	0 (0)	0%	1 (1)	7.14%	3 (2)	21.42%
Branch BAME Officer	8 (7)	2 (1)	25%	5 (6)	62.50%	1 (1)	12.5%	0 (1)	0%	1 (1)	12.5%
<b>Total Branch Officers</b>	<b>72</b> (68)	<b>27</b> (27)	<b>37.5%</b> (39.70%)	<b>9</b> (10)	<b>12.5%</b> (14.70%)	<b>2</b> (2)	<b>2.77%</b> (2.94%)	<b>10</b> (9)	<b>13.88%</b> (13.23%)	<b>15</b> (13)	<b>20.83%</b> (19.11%)
<b>Increase/Decrease 2022-2023</b>	<b>+4</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-10%</b>	<b>-</b>	<b>-</b>	<b>+1</b>	<b>11.11%</b>	<b>+2</b>	<b>15.38%</b>
<b>Branch Union Learning Representative Roles</b>											
Branch Lead Union Learning Rep	9 (5)	4 (2)	44.44%	0 (0)	0%	0 (0)	0%	1 (1)	11.11%	0 (0)	0%

Branch Union Learning Rep	13 <sup>(14)</sup>	8 <sup>(7)</sup>	61.53%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	2 <sup>(1)</sup>	15.38%	0 <sup>(1)</sup>	0%
<b>Total Branch Learning Reps</b>	<b>22</b> <sup>(19)</sup>	<b>12</b> <sup>(9)</sup>	<b>54.54%</b> <sup>(47.36%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b>	<b>0</b> <sup>(0)</sup>	<b>0%</b> <sup>(0%)</sup>	<b>3</b> <sup>(2)</sup>	<b>13.63%</b> <sup>(10.52%)</sup>	<b>0</b> <sup>(1)</sup>	<b>0%</b> <sup>(5.26%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>+3</b>	<b>+3</b>	<b>33.33%</b>	-	-	-	-	<b>+1</b>	<b>50%</b>	<b>-1</b>	<b>-100%</b>
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	12 <sup>(11)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	8.33%	0 <sup>(0)</sup>	0%
Branch Workplace Health and Safety Rep	135 <sup>(129)</sup>	13 <sup>(13)</sup>	9.62%	7 <sup>(7)</sup>	5.18%	0 <sup>(1)</sup>	0%	6 <sup>(5)</sup>	6.66%	3 <sup>(2)</sup>	2.22%
<b>Total Branch Health and safety Reps</b>	<b>147</b> <sup>(140)</sup>	<b>13</b> <sup>(13)</sup>	<b>8.84%</b> <sup>(9.28%)</sup>	<b>7</b> <sup>(7)</sup>	<b>4.76%</b> <sup>(5%)</sup>	<b>0</b> <sup>(1)</sup>	<b>0%</b> <sup>(0.71%)</sup>	<b>7</b> <sup>(6)</sup>	<b>4.76%</b> <sup>(4.28%)</sup>	<b>3</b> <sup>(2)</sup>	<b>2.04%</b> <sup>(1.42%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>+7</b>	-	-	-	-	<b>-1</b>	<b>100%</b>	<b>+1</b>	<b>16.66%</b>	<b>+1</b>	<b>50%</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	13 <sup>(13)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	7.69%	0 <sup>(0)</sup>	0%
Branch deputy/assistant Area Delivery Rep	9 <sup>(9)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Area Distribution rep	4 <sup>(4)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch deputy/ assistant Area Distribution Rep	5 <sup>(5)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Area Processing Rep	3 <sup>(3)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	33.33%	0 <sup>(0)</sup>	0%
Branch deputy/assistant Area Processing Rep	3 <sup>(3)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Industrial Relations Workplace Rep (Postal)	172 <sup>(187)</sup>	17 <sup>(21)</sup>	9.88%	6 <sup>(7)</sup>	3.48%	1 <sup>(0)</sup>	0%	4 <sup>(2)</sup>	2.32%	4 <sup>(8)</sup>	2.32%
Industrial Relations deputy/assistant Workplace Rep (Postal)	49 <sup>(40)</sup>	10 <sup>(5)</sup>	20.40%	8 <sup>(5)</sup>	16.32%	0 <sup>(0)</sup>	0%	1 <sup>(0)</sup>	2.04%	1 <sup>(1)</sup>	2.04%
Workplace Rep (T&FS)	75 <sup>(48)</sup>	20 <sup>(13)</sup>	26.66%	6 <sup>(2)</sup>	8.00%	0 <sup>(1)</sup>	4%	12 <sup>(8)</sup>	16.00%	14 <sup>(8)</sup>	18.66%
Workplace deputy/assistant Rep (TF&S)	11 <sup>(12)</sup>	6 <sup>(7)</sup>	54.54%	1 <sup>(1)</sup>	9.09%	0 <sup>(0)</sup>	0%	1 <sup>(0)</sup>	9.09%	0 <sup>(1)</sup>	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>344</b> <sup>(324)</sup>	<b>53</b> <sup>(46)</sup>	<b>15.4%</b> <sup>(14.19%)</sup>	<b>21</b> <sup>(15)</sup>	<b>6.10%</b> <sup>(4.62%)</sup>	<b>2</b> <sup>(1)</sup>	<b>0.58%</b> <sup>(0.30%)</sup>	<b>19</b> <sup>(12)</sup>	<b>5.52%</b> <sup>(3.70%)</sup>	<b>19</b> <sup>(18)</sup>	<b>5.52%</b> <sup>(5.55%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>+20</b>	<b>+7</b>	<b>15.21%</b>	<b>+6</b>	<b>40%</b>	<b>+1</b>	<b>100%</b>	<b>+7</b>	<b>58.33%</b>	<b>+1</b>	<b>5.55%</b>

Branch Committee Member only	<b>34</b> (34)	11 <sup>(9)</sup>	32.35% (26.47%)	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	3 <sup>(2)</sup>	8.82% (5.88%)	2 <sup>(3)</sup>	5.88% (8.82%)
<b>Total Branch Positions and Committee members in Region</b>	<b>718</b> (682)	<b>130</b> (119)	<b>18.10%</b> (17.44%)	<b>39</b> (34)	<b>543</b> (4.98%)	<b>4</b> (4)	<b>0.55%</b> (0.58%)	<b>48</b> (42)	<b>6.68%</b> (6.15%)	<b>38</b> (37)	<b>5.29%</b> (5.42%)
<b>Increase/Decrease 2022-2023</b>	<b>+36</b>	<b>+11</b>	<b>9.24%</b>	<b>+5</b>	<b>14.7%</b>	-	-	<b>+6</b>	<b>14.28%</b>	<b>+1</b>	<b>2.7%</b>

**North West Region**

*\* 2022 activism figures have been included and are illustrated in red brackets.*

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>North West Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities		No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>												
Branch Chairperson	15 (15)	1 (1)	6.66%	1 (1)	6.66%	0 (0)	0%	1 (1)	6.66%	0	0 (1)	0%
Branch Vice Chairperson	9 (9)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0	0 (0)	0%
Branch Secretary	17 (17)	2 (2)	11.76%	2 (2)	11.76%	0 (0)	0%	3 (3)	17.64%	0	0 (0)	0%
Branch deputy/Assistant Secretary	20 (22)	4 (5)	20%	1 (1)	5%	0 (0)	0%	3 (3)	15%	0	0 (0)	0%
Branch Section Secretary	4 (4)	1 (1)	25%	0 (0)	0%	0 (0)	0%	1 (1)	25%	0	0 (0)	0%
Branch Retired Section Secretary	8 (8)	2 (2)	25%	0 (0)	0%	0 (0)	0%	1 (1)	12.5%	0	0 (0)	0%
Branch Treasurer	17 (18)	6 (7)	35.29%	1 (2)	5.88%	0 (1)	0%	0 (0)	0%	0	0 (0)	0%
<b>Total Branch Principal Officers</b>	<b>90 (93)</b>	<b>16 (18)</b>	<b>53.33% (19.35%)</b>	<b>5 (6)</b>	<b>5.55% (6.45%)</b>	<b>0 (1)</b>	<b>0% (1.07%)</b>	<b>9 (9)</b>	<b>10% (9.67%)</b>		<b>0 (1)</b>	<b>0% (1.07%)</b>
<b>Increase/Decrease 2022-2023</b>	<b>-3</b>	<b>-2</b>	<b>-11.11%</b>	<b>-1</b>	<b>-16.16%</b>	<b>-1</b>	<b>-100%</b>	<b>-</b>	<b>-</b>		<b>-1</b>	<b>-100%</b>
<b>Branch Officer Roles</b>												
Branch Organiser	3 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0	0 (0)	0%
Branch Editor/Communications Officer	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0	0 (0)	0%
Branch Equality Officer	12 (11)	5 (4)	41.66%	2 (2)	16.66%	0 (0)	0%	1 (1)	8.33%	0	0 (0)	0%
Branch Political Officer	14 (15)	1 (1)	7.14%	1 (1)	7.14%	0 (0)	0%	0 (0)	0%	0	0 (0)	0%
Branch Young Workers Officer	10 (11)	5 (5)	50%	2 (3)	20%	1 (1)	10%	0 (1)	0%	5	5 (5)	45.45%
Branch Women's Officer	12 (13)	12 (13)	100%	1 (1)	8.33%	1 (1)	8.33%	1 (1)	8.33%	0	0 (0)	0%
Branch BAME Officer	11 (11)	0 (0)	0%	10 (10)	90.90%	0 (0)	0%	1 (1)	9.09%	0	0 (0)	0%
<b>Total Branch Officers</b>	<b>62 (64)</b>	<b>23 (23)</b>	<b>37% (35.93%)</b>	<b>16 (17)</b>	<b>25.8% (26.56%)</b>	<b>2 (2)</b>	<b>3.22% (3.12%)</b>	<b>3 (4)</b>	<b>4.83% (6.25%)</b>		<b>5 (5)</b>	<b>7.81%</b>
<b>Increase/Decrease 2022-2023</b>	<b>-2</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-5.88%</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-25%</b>		<b>-</b>	<b>-</b>

Branch Union Learning Representative Roles												
Branch Lead Union Learning Rep	5 <sup>(5)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	20%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%		0 <sup>(0)</sup>	0%
Branch Union Learning Rep	17 <sup>(18)</sup>	1 <sup>(1)</sup>	5.88%	1 <sup>(1)</sup>	5.88%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%		0 <sup>(0)</sup>	0%
<b>Total Branch Learning Rep</b>	<b>22</b> <sup>(23)</sup>	<b>1</b> <sup>(1)</sup>	<b>4.54%</b> <sup>(4.34%)</sup>	<b>2</b> <sup>(2)</sup>	<b>9.09%</b> <sup>(8.69%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b> <sup>(0%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b> <sup>(0%)</sup>		<b>0</b> <sup>(0)</sup>	<b>0%</b> <sup>(0%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>-1</b>	-	-	-	-	-	-	-	-		-	-
Branch Health and Safety Representative Roles												
Branch Area Health and Safety Rep	19 <sup>(16)</sup>	3 <sup>(3)</sup>	15.78%	1 <sup>(1)</sup>	5.26%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	5.26%		0 <sup>(0)</sup>	0%
Branch Workplace Health and Safety Rep	148 <sup>(145)</sup>	15 <sup>(16)</sup>	10.13%	5 <sup>(5)</sup>	3.37%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	0.67%	2	2 <sup>(3)</sup>	1.35%
<b>Total Branch Health and Safety Rep</b>	<b>167</b> <sup>(161)</sup>	<b>18</b> <sup>(19)</sup>	<b>10.77%</b> <sup>(11.8%)</sup>	<b>6</b> <sup>(6)</sup>	<b>3.59%</b> <sup>(3.72%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b> <sup>(0%)</sup>	<b>2</b> <sup>(2)</sup>	<b>1.19%</b> <sup>(1.24%)</sup>		<b>2</b> <sup>(3)</sup>	<b>1.19%</b> <sup>(1.86%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>-6</b>	<b>-1</b>	<b>-5.26%</b>	-	-	-	-	-	-		<b>-1</b>	<b>-33.3%</b>
Branch Industrial Relations Representative Roles												
Branch Area Delivery Rep	8 <sup>(8)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0	0 <sup>(0)</sup>	0%
Branch deputy/assistant Area Delivery Rep	8 <sup>(9)</sup>	1 <sup>(1)</sup>	12.5%	1 <sup>(1)</sup>	12.5%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	12.5%	0	0 <sup>(0)</sup>	0%
Branch Area Distribution rep	3 <sup>(0)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0	0 <sup>(0)</sup>	0%
Branch deputy/ assistant Area Distribution Rep	3 <sup>(3)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0	0 <sup>(0)</sup>	0%
Branch Area Processing Rep	6 <sup>(3)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	16.66%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1	1 <sup>(1)</sup>	16.66%
Branch deputy/assistant Area Processing Rep	3 <sup>(5)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	33.33%	0	0 <sup>(0)</sup>	0%
Industrial Relations Workplace Rep (Postal)	173 <sup>(166)</sup>	14 <sup>(13)</sup>	8.09%	7 <sup>(6)</sup>	4.04%	1 <sup>(0)</sup>	0.57%	3 <sup>(3)</sup>	1.73%	2	2 <sup>(3)</sup>	1.15%
Industrial Relations deputy/assistant Workplace Rep (Postal)	106 <sup>(81)</sup>	18 <sup>(13)</sup>	16.98%	5 <sup>(4)</sup>	4.71%	0 <sup>(1)</sup>	0%	0 <sup>(0)</sup>	0%	3	3 <sup>(3)</sup>	2.83%
Workplace Rep (T&FS)	5 <sup>(5)</sup>	2 <sup>(0)</sup>	40%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0	0 <sup>(0)</sup>	0%



Workplace deputy/assistant Rep (TF&S)	2 (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0	0 (0)	0%
Total Industrial Relations/Workplace Rep	317 (285)	35 (27)	11.04% (9.47%)	14 (12)	4.41% (4.21%)	1 (1)	0.31% (0.35%)	5 (5)	1.57% (1.75%)		6 (7)	(2.45%)
<b>Increase/Decrease 2022-2023</b>	<b>+32</b>	<b>+7</b>	<b>29.62%</b>	<b>+2</b>	<b>16.66%</b>	-	-	-	-		<b>-1</b>	
Branch Committee Member only	21 (25)	9 (11)	42.85% (44%)	0 (0)	0% (0%)	0 (0)	0% (0.61%)	1 (0)	4.76% (0%)		1 (2)	4.76%
<b>Total Branch Positions and Committee members in Region</b>	<b>679 (651)</b>	<b>102 (99)</b>	<b>15% (15.2%)</b>	<b>43 (43)</b>	<b>6.33% (6.6%)</b>	<b>3 (4)</b>	<b>0.44% (0.61%)</b>	<b>19 (20)</b>	<b>2.79% (3.07%)</b>		<b>14 (18)</b>	<b>2.06% (2.76%)</b>
<b>Increase/Decrease 2022-2023</b>	<b>+28</b>	<b>+3</b>	<b>3.03%</b>	-	-	<b>-1</b>	<b>-25%</b>	<b>-1</b>	<b>-5%</b>		<b>-4</b>	<b>-22.22%</b>

**Northern Ireland Region** \* 2022 activism figures have been included and are illustrated in red brackets.

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>Northern Ireland</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	4 (4)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	25%	0 (0)	0%
Branch Vice Chairperson	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Secretary	4 (4)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/Assistant Secretary	0 (0)	0(0)	0%	0(0)	0%	0(0)	0%	0 (0)	0%	0(0)	0%
Branch Section Secretary	5 (5)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	20%	0 (0)	0%
Branch Retired Section Secretary	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Treasurer	4 (4)	1 (1)	25%	0 (1)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Branch Principal Officer</b>	<b>17</b> (17)	<b>1</b> (1)	<b>5.77%</b> (5.88%)	<b>0</b> (1)	<b>0%</b> (5.88%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>2</b> (2)	<b>11.76%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	-	-	-	<b>-1</b>	<b>-100%</b>	-	-	-	-	-	-
<b>Branch Officer Roles</b>											
Branch Organiser	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Editor/Communications Officer	1 (1)	1 (1)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Equality Officer	4 (3)	1 (1)	25%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Political Officer	0 (1)	0 (0)	0%	0(0)	0%	0(0)	0%	0(0)	0%	0 (0)	0%
Branch Young Workers Officer	2 (2)	1 (1)	50%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (1)	0%
Branch Women's Officer	3 (4)	3 (4)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (2)	33.33%
Branch BAME Officer	3 (3)	1 (1)	33.3%	1 (1)	33.3%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Branch Officers</b>	<b>13</b> (14)	<b>7</b> (8)	<b>53.84%</b> (57.14%)	<b>1</b> (1)	<b>7.69%</b> (7.14%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>1</b> (3)	<b>7.69%</b> (21.47%)
<b>Increase/Decrease 2022-2023</b>	<b>+1</b>	<b>-1</b>	<b>-12.5%</b>	-	-	-	-	-	-	<b>-1</b>	<b>-66.66%</b>
<b>Branch Union Learning Representative Roles</b>											

Branch Lead Union Learning Rep	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Union Learning Rep	5 (4)	1 (1)	20%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Branch Learning Reps</b>	<b>6</b>	<b>1</b>	<b>16.66%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>
	(5)	(1)	(20%)	(0)	(0%)	(0)	(0%)	(0)	(0%)	(0)	(0%)
<b>Increase/Decrease 2022-2023</b>	<b>+1</b>	-	-	-	-	-	-	-	-	-	-
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	2 (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Workplace Health and Safety Rep	18 (18)	0 (4)	0%	0 (0)	0%	0 (0)	0%	3 (3)	16.66%	0 (1)	0%
<b>Total Branch Health and Safety Reps</b>	<b>20</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>15%</b>	<b>0</b>	<b>0%</b>
	(20)	(4)	(20%)	(0)	(0%)	(0)	(0%)	(3)	(15%)	(1)	(5%)
<b>Increase/Decrease 2022-2023</b>	<b>-</b>	<b>-4</b>	<b>-100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-100%</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	2 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Delivery Rep	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Distribution rep	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/ assistant Area Distribution Rep	2 (2)	1 (1)	50%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Processing Rep	1 (1)	1 (1)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Processing Rep	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Industrial Relations Workplace Rep (Postal)	34 (33)	4 (4)	11.76%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Industrial Relations deputy/assistant Workplace Rep (Postal)	5 (5)	2 (2)	40%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (1)	0%
Workplace Rep (T&FS)	15 (8)	4 (1)	26.66%	0 (0)	0%	0 (0)	0%	0 (0)	0%	3 (1)	20%
Workplace deputy/assistant Rep (TF&S)	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Industrial Relations/Workplace Reps</b>	<b>62</b>	<b>12</b>	<b>(16.36%)</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>4.83%</b>

	(55)	(9)		(0)	(0%)	(0)	(0%)	(0)	(0%)	(2)	(3.63%)
<b>Increase/Decrease 2022-2023</b>	<b>+7</b>	<b>+3</b>		-	-	-	-	-	-	<b>+1</b>	<b>50%</b>
<b>Committee Member only</b>	<b>0</b> <i>(1)</i>	0 <i>(0)</i>	<b>0%</b>	0 <i>(0)</i>	<b>0%</b>	0 <i>(0)</i>	<b>0%</b>	0 <i>(0)</i>	<b>0%</b>	0 <i>(0)</i>	<b>0%</b>
<b>Total Branch Positions and Committee members in Region</b>	<b>118</b> <i>(112)</i>	21 <i>(23)</i>	17.79% <i>(20.53%)</i>	1 <i>(2)</i>	0.84% <i>(1.78%)</i>	0 <i>(0)</i>	0% <i>(0%)</i>	5 <i>(5)</i>	4.23% <i>(4.46%)</i>	<b>4</b> <i>(6)</i>	3.38% <i>(5.35%)</i>
<b>Increase/Decrease 2022-2023</b>	<b>+6</b>	-2	-8.69%	-1	-50%	-	-	-	-	<b>-2</b>	-33.33%

**Scotland Region** \* 2022 activism figures have been included and are illustrated in red brackets.

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>Scotland Region</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	11 (12)	1 (1)	9.09%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Vice Chairperson	7 (7)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (1)	0%	0 (0)	0%
Branch Secretary	11 (11)	0 (0)	0%	0 (0)	0%	0 (0)	0%	3 (2)	27.27%	0 (0)	0%
Branch deputy/Assistant Secretary	10 (10)	2 (2)	20%	1 (1)	10%	1 (1)	10%	2 (2)	20%	1 (1)	10%
Branch Section Secretary	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Retired Section Secretary	6 (6)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Treasurer	11 (11)	4 (4)	36.36%	0 (0)	0%	0 (0)	0%	1 (1)	9.09%	1 (0)	0%
<b>Total Branch Principal Officers</b>	<b>56 (57)</b>	<b>7 (7)</b>	<b>12.5% (12.28%)</b>	<b>1 (1)</b>	<b>1.78% (1.75%)</b>	<b>1 (1)</b>	<b>1.78% (1.75%)</b>	<b>6 (6)</b>	<b>10.71% (10.52%)</b>	<b>2 (1)</b>	<b>3.57% (1.75%)</b>
<b>Increase/Decrease 2022-2023</b>	<b>-1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>+2</b>	<b>100%</b>
<b>Branch Officer Roles</b>											
Branch Organiser	3 (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	33.33%	0 (1)	0%
Branch Editor/Communications Officer	3 (3)	2 (2)	66.66%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Equality Officer	9 (9)	6 (6)	66.66%	1 (1)	11.11%	0 (0)	0%	1 (1)	11.11%	0 (0)	0%
Branch Political Officer	9 (10)	2 (2)	22.22%	0 (1)	0%	0 (0)	0%	2 (2)	22.22%	1 (1)	11.11%
Branch Young Workers Officer	8 (8)	3 (3)	37.5%	0 (0)	0%	0 (0)	0%	1 (1)	12.5%	5 (5)	62.5%
Branch Women's Officer	8 (8)	8 (8)	100%	0 (0)	0%	0 (0)	0%	1 (1)	12.5%	0 (0)	0%
Branch BAME Officer	4 (2)	1 (1)	25%	1 (1)	25%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Branch Officers</b>	<b>44 (42)</b>	<b>22 (22)</b>	<b>50% (52.38%)</b>	<b>2 (3)</b>	<b>4.54% (7.14%)</b>	<b>0 (0)</b>	<b>0% (0%)</b>	<b>6 (6)</b>	<b>13.63% (14.28%)</b>	<b>6 (7)</b>	<b>13.63% (16.66%)</b>
<b>Increase/Decrease 2022-2023</b>	<b>+2</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-33.3%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-14.28%</b>
<b>Branch Union Learning Representative Roles</b>											

Branch Lead Union Learning Rep	1 (0)	1 (0)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Union Learning Rep	6 (8)	1 (1)	16.66%	0 (0)	0%	0 (0)	0%	1 (2)	16.16%	1 (1)	16.16%
<b>Total Branch Learning Reps</b>	<b>7</b> (8)	<b>2</b> (1)	<b>28.57%</b> (12.5%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>1</b> (2)	<b>14.26%</b> (25%)	<b>1</b> (1)	<b>14.28%</b>
<b>Increase/Decrease 2022-2023</b>	<b>-1</b>	<b>+1</b>	<b>100%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-50%</b>	<b>-</b>	<b>-</b>
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	7 (7)	1 (1)	14.28%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Workplace Health and Safety Rep	62 (63)	4 (4)	6.45%	1 (2)	1.61%	0 (0)	0%	1 (1)	1.61% (1.58%)	0 (0)	0%
<b>Total Branch Health and Safety Reps</b>	<b>69</b> (70)	<b>5</b> (5)	<b>7.24%</b> (7.14%)	<b>1</b> (2)	<b>1.44%</b> (2.85%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>1</b> (1)	<b>1.44%</b> (1.42%)	<b>0</b> (0)	<b>0%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	<b>-1</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-50%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	8 (8)	1 (1)	12.5%	1 (1)	12.5%	1 (1)	12.5%	2 (2)	25%	0 (0)	0%
Branch deputy/assistant Area Delivery Rep	5 (5)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Distribution rep	6 (6)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/ assistant Area Distribution Rep	4 (4)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Processing Rep	4 (4)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Processing Rep	3 (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Industrial Relations Workplace Rep (Postal)	160 (156)	17 (18)	10.62%	2 (2)	1.25%	1 (1)	0.62%	2 (4)	1.25%	3 (4)	1.87%
Industrial Relations deputy/assistant Workplace Rep (Postal)	22 (19)	2 (3)	9.09%	0 (1)	0%	0 (0)	0%	0 (0)	0%	1 (0)	4.54%
Workplace Rep (T&FS)	13 (13)	3 (3)	23.07%	1 (1)	7.69% (7.69%)	0 (0)	0%	1 (1)	7.69%	1 (1)	7.69%
Workplace deputy/assistant Rep (TF&S)	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%

Total Industrial Relations/Workplace Reps	225 (217)	23 (25)	10.22% (11.52%)	4 (4)	1.77% (1.84%)	1 (1)	0.44% (0.46%)	5 (7)	2.22% (3.22%)	5 (5)	2.22% (2.3%)
Increase/Decrease 2022-2023	+8	-2	-8%	-	-	-	-	-2	-28.57%	-	-
Branch Committee Member only	61 (69)	16 (16)	26.22% (23.18%)	1 (1)	1.63% (1.63%)	0 (0)	0% (0.43%)	3 (3)	4.91% (5.61%)	5 (5)	8.19% (7.24%)
Total Branch Positions and Committee members in Region	462 (463)	75 (76)	16.23% (16.41%)	8 (10)	1.73% (2.15%)	2 (2)	0.43% (0.43%)	22 (26)	4.76% (5.61%)	19 (19)	4.11% (4.1%)
Increase/Decrease 2022-2023	-1	-1	-1.31%	-2	-20%	-	-	-4	-15.38%	-	-

**South East Region** \* 2022 activism figures have been included and are illustrated in red brackets.

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>South East</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	7 (7)	1 (1)	14.28%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Vice Chairperson	5 (6)	1 (1)	20%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Secretary	7 (7)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (0)	14.28%	0 (0)	0%
Branch deputy/Assistant Secretary	7 (9)	3 (3)	42.85%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Section Secretary	2 (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Retired Section Secretary	6 (7)	1 (0)	16.66%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Treasurer	7 (7)	1 (2)	14.28%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Branch Principal Officers</b>	<b>41</b> (45)	<b>7</b> (7)	<b>17%</b>	<b>0</b> (0)	<b>0%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>1</b> (0)	<b>2.43%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	<b>-4</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>+1</b>	<b>Infinity</b>	<b>-</b>	<b>-</b>
<b>Branch Officer Roles</b>											
Branch Organiser	3 (3)	0 (0)	0%	1 (0)	33.33%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Editor/Communications Officer	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Equality Officer	9 (8)	5 (4)	55.55%	1 (1)	11.11%	1 (1)	11.11%	0 (0)	0%	0 (0)	0%
Branch Political Officer	8 (7)	1 (1)	12.5%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Young Workers Officer	6 (5)	3 (2)	50%	1 (1)	16.66%	0 (0)	0%	1 (0)	16.66%	6 (4)	100%
Branch Women's Officer	12 (12)	12 (12)	100%	1 (0)	8.33%	0 (0)	0%	0 (0)	0%	0 (1)	0%
Branch BAME Officer	5 (5)	0 (0)	0%	2 (2)	40%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Branch Officers</b>	<b>44</b> (41)	<b>21</b> (19)	<b>47.72%</b> (46.34%)	<b>6</b> (4)	<b>13.63%</b> (9.75%)	<b>1</b> (1)	<b>2.27%</b> (2.43%)	<b>1</b> (0)	<b>2.27%</b> (0%)	<b>6</b> (5)	<b>13.63%</b> (12.19%)
<b>Increase/Decrease 2022-2023</b>	<b>+3</b>	<b>+2</b>	<b>10.52%</b>	<b>+2</b>	<b>50%</b>	<b>-</b>	<b>-</b>	<b>+1</b>	<b>Infinity</b>	<b>+1</b>	<b>20%</b>
<b>Branch Union Learning Representative Roles</b>											



Branch Lead Union Learning Rep	1 (1)	1 (1)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Union Learning Rep	4 (4)	1 (1)	25%	1 (0)	25%	1 (0)	25%	0 (0)	0%	0 (0)	0%
<b>Total Branch Learning Reps</b>	<b>5</b> (5)	<b>2</b> (2)	<b>40%</b> (40%)	<b>1</b> (0)	<b>20%</b> (0%)	<b>1</b> (0)	<b>20%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>0</b> (0)	<b>0%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	-	-	-	<b>+1</b>	<b>100%</b>	<b>+1</b>	<b>100%</b>	-	-	-	-
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	9 (9)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (0)	11.11%	0 (0)	0%
Branch Workplace Health and Safety Rep	58 (58)	9 (9)	15.51%	5 (6)	8.62%	0 (0)	0%	0 (0)	0%	2 (3)	3.7%
<b>Total Branch Health and Safety Reps</b>	<b>67</b> (67)	<b>9</b> (9)	<b>13.43%</b> (13.43%)	<b>5</b> (6)	<b>7.46%</b> (8.95%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>1</b> (0)	<b>1.49%</b> (0%)	<b>2</b> (3)	<b>2.98%</b> (4.47%)
<b>Increase/Decrease 2022-2023</b>	-	-	-	<b>-1</b>	<b>-16.7%</b>	-	-	<b>+1</b>	<b>Infinity</b>	<b>-1</b>	<b>-33.33%</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	9 (9)	1 (1)	11.11%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Delivery Rep	7 (8)	1 (2)	14.28%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Distribution rep	3 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/ assistant Area Distribution Rep	2 (2)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Processing Rep	3 (3)	0 (0)	0%	1 (1)	33.33%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Processing Rep	3 (2)	0 (0)	0%	1 (1)	33.33%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Industrial Relations Workplace Rep (Postal)	137 (138)	15 (13)	10.94%	11 (8)	8.02%	2 (1)	0.72%	1 (0)	0.72%	2 (2)	1.45%
Industrial Relations deputy/assistant Workplace Rep (Postal)	43 (43)	7 (8)	16.27%	4 (4)	9.3%	1 (1)	2.32%	0 (0)	0%	0 (0)	0%
Workplace Rep (T&FS)	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Workplace deputy/assistant Rep (TF&S)	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>234</b> (208)	<b>24</b> (24)	<b>9.87%</b> (11.53%)	<b>17</b> (14)	<b>7.26%</b> (6.73%)	<b>3</b> (2)	<b>1.28%</b> (0.96%)	<b>1</b> (0)	<b>0.42%</b> (0%)	<b>2</b> (2)	<b>0.85%</b> (0.96%)

<b>Increase/Decrease 2022-2023</b>	<b>+26</b>	-	-	<b>+3</b>	<b>-7.14%</b>	<b>+1</b>	<b>50%</b>	<b>+1</b>	<b>Infinity</b>	-	-
Branch Committee Member only	<b>6</b> <i>(25)</i>	0 <i>(1)</i>	<b>0%</b>	0 <i>(1)</i>	<b>0%</b>	0 <i>(0)</i>	<b>0%</b>	1 <i>(1)</i>	<b>16.66%</b>	1 <i>(2)</i>	<b>16.66%</b>
<b>Total Branch Positions and Committee members in Region</b>	<b>397</b> <i>(391)</i>	<b>63</b> <i>(62)</i>	<b>4.03%</b> <i>(15.85%)</i>	<b>29</b> <i>(25)</i>	<b>7.3%</b> <i>(6.39%)</i>	<b>5</b> <i>(3)</i>	<b>1.25%</b> <i>(0.76%)</i>	<b>5</b> <i>(1)</i>	<b>1.25%</b> <i>(0.25%)</i>	<b>11</b> <i>(12)</i>	<b>2.77%</b> <i>(3.06%)</i>
<b>Increase/Decrease 2022-2023</b>	<b>+6</b>	<b>+1</b>	<b>1.61%</b>	<b>+4</b>	<b>16%</b>	<b>+2</b>	<b>66.66%</b>	<b>+4</b>	<b>400%</b>	<b>-1</b>	<b>-8.33%</b>

**South West Region\*** *2022 activism figures have been included and are illustrated in red brackets.*

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>South West</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	13 (12)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Vice Chairperson	8 (7)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Secretary	12 (12)	1 (1)	8.33%	1 (1)	8.33%	0 (0)	0%	1 (1)	8.33%	0 (0)	0%
Branch deputy/Assistant Secretary	17 (18)	4 (4)	23.52%	0 (0)	0%	0 (0)	0%	1 (1)	5.88%	0 (0)	0%
Branch Section Secretary	3 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	33.33%	0 (0)	0%
Branch Retired Section Secretary	5 (5)	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	20%	0 (0)	0%
Branch Treasurer	12 (13)	4 (4)	33.33%	0 (0)	0%	0 (0)	0%	1 (1)	8.33%	0 (0)	0%
<b>Total Principal branch officers in Region</b>	<b>70</b> (70)	<b>9</b> (9)	<b>12.85%</b> (12.85%)	<b>1</b> (1)	<b>1.42%</b> (1.42%)	<b>0</b> (0)	<b>0%</b> (0%)	<b>5</b> (5)	<b>7.14%</b> (7.14%)	<b>0</b> (0)	<b>0%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	-	-	-	-	-	-	-	-	-	-	-
<b>Branch Officer Roles</b>											
Branch Organiser	1 (1)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Editor/Communications Officer	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Equality Officer	11 (11)	5 (6)	45.45%	3 (2)	27.27%	0 (0)	0%	1 (1)	9.09%	1 (1)	9.09%
Branch Political Officer	11 (10)	1 (1)	9.09%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Young Workers Officer	9 (10)	3 (2)	33.33%	0 (0)	0%	0 (0)	0%	0 (1)	0%	9 (10)	100%
Branch Women's Officer	11 (12)	11 (12)	100%	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	9.09%
Branch BAME Officer	8 (7)	2 (2)	25%	7 (6)	87.5%	1 (0)	11.11%	0 (0)	0%	1 (1)	12.5%
<b>Total Branch Officers</b>	<b>51</b> (51)	<b>22</b> (23)	<b>43.13%</b> (45%)	<b>10</b> (8)	<b>19.6%</b> (15.68%)	<b>1</b> (0)	<b>1.96%</b> (0%)	<b>1</b> (2)	<b>3.92%</b> (3.92%)	<b>12</b> (13)	<b>23.52%</b> (25.49%)
<b>Increase/Decrease 2022-2023</b>	-	-1	-4.34%	+2	25%	+1	Infinity	-1	-50%	-1	-7.69%
<b>Branch Union Learning Representative Roles</b>											

Branch Lead Union Learning Rep	8 (8)	2 (2)	25%	0 (0)	0%	0 (0)	0%	1 (1)	12.5%	0 (0)	0%
Branch Union Learning Rep	9 (10)	3 (3)	33.33%	2 (2)	22.22%	1 (0)	11.11%	3 (3)	33.33%	0 (0)	0%
<b>Total Branch Learning Reps</b>	<b>17</b> (18)	<b>5</b> (5)	<b>29.41%</b> (27.77%)	<b>2</b> (2)	<b>11.76%</b> (11.11%)	<b>1</b> (0)	<b>5.88%</b> (0%)	<b>4</b> (4)	<b>23.52%</b> (11.11%)	<b>0</b> (0)	<b>0%</b> (0%)
<b>Increase/Decrease 2022-2023</b>	<b>-1</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>+1</b>	<b>Infinity</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	12 (11)	1 (1)	8.33%	1 (1)	8.33%	1 (0)	8.33%	0 (0)	0%	0 (0)	0%
Branch Workplace Health and Safety Rep	92 (109)	16 (18)	17.39%	5 (5)	5.43%	0 (0)	0%	1 (1)	1.08%	0 (1)	0%
<b>Total Branch Health and Safety Reps</b>	<b>104</b> (120)	<b>17</b> (19)	<b>16.34%</b> (15.83%)	<b>6</b> (6)	<b>5.76%</b> (5%)	<b>1</b> (0)	<b>0.96%</b> (0%)	<b>1</b> (1)	<b>0.96%</b> (0.83%)	<b>0</b> (1)	<b>0%</b> (0.83%)
<b>Increase/Decrease 2022-2023</b>	<b>-16</b>	<b>-2</b>	<b>-10.52%</b>	<b>-</b>	<b>-</b>	<b>+1</b>	<b>Infinity</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-100%</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	18 (17)	1 (0)	5.55%	0 (0)	0%	0 (0)	0%	1 (1)	5.55%	0 (0)	0%
Branch deputy/assistant Area Delivery Rep	9 (10)	1 (1)	11.11%	1 (1)	11.11%	0 (0)	0%	1 (1)	11.11%	0 (0)	0%
Branch Area Distribution rep	5 (4)	0 (0)	0%	0 (0)	0%	0 (0)	0%	2 (2)	40%	0 (0)	0%
Branch deputy/ assistant Area Distribution Rep	4 (5)	1 (0)	25%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch Area Processing Rep	7 (7)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Branch deputy/assistant Area Processing Rep	5 (5)	1 (1)	20%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
Industrial Relations Workplace Rep (Postal)	189 (194)	22 (20)	11.64%	6 (6)	3.17%	1 (0)	0.92%	9 (9)	4.76%	4 (4)	2.11%
Industrial Relations deputy/assistant Workplace Rep (Postal)	78 (71)	11 (11)	14.10%	6 (6)	7.69%	2 (0)	2.56%	1 (0)	1.26%	1 (0)	1.28%
Workplace Rep (T&FS)	3 (3)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	1 (1)	33.33%
Workplace deputy/assistant Rep (TF&S)	0 (0)	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%	0 (0)	0%
<b>Total Industrial Relations/Workplace Rep</b>	<b>318</b> (316)	<b>37</b> (33)	<b>11.63%</b> (10.44%)	<b>13</b> (13)	<b>4.08%</b> (4.11%)	<b>3</b> (0)	<b>0.94%</b> (0%)	<b>13</b> (13)	<b>4.4%</b> (1.26%)	<b>6</b> (5)	<b>1.66%</b> (1.58%)

<b>Increase/Decrease 2022-2023</b>	<b>+2</b>	<b>+4</b>	<b>12.12%</b>	-	-	<b>+3</b>	<b>Infinity</b>	-	-	<b>+1</b>	<b>20%</b>
Branch Committee Member only	<b>16</b> <i>(17)</i>	3 <i>(4)</i>	<b>18.75%</b> <i>(23.52%)</i>	2 <i>(2)</i>	<b>12.5%</b> <i>(11.76%)</i>	1 <i>(0)</i>	<b>6.25%</b> <i>(0%)</i>	0 <i>(0)</i>	<b>0%</b> <i>(0%)</i>	0 <i>(0)</i>	<b>0%</b> <i>(0%)</i>
<b>Total Branch Positions and Committee members in Region</b>	<b>576</b> <i>(592)</i>	<b>93</b> <i>(93)</i>	<b>16.14%</b> <i>(15.7%)</i>	<b>34</b> <i>(32)</i>	<b>5.9%</b> <i>(5.4%)</i>	<b>7</b> <i>(0)</i>	<b>1.25%</b> <i>(0%)</i>	<b>24</b> <i>(25)</i>	<b>4.1%</b> <i>(4.22%)</i>	<b>18</b> <i>(19)</i>	<b>3.12%</b> <i>(3.2%)</i>
<b>Increase/Decrease 2022-2023</b>	<b>-16</b>	-	-	<b>+2</b>	<b>6.25%</b>	<b>+7</b>	<b>Infinity</b>	<b>-1</b>	<b>-4%</b>	<b>-1</b>	<b>-5.26%</b>

**Wales Region\*** *2022 activism figures have been included and are illustrated in red brackets.*

**National membership data** = % of Women members = 20.09%, % of BAME members = 10.49%, % of BAME Women = 2.39%, % of members with disabilities = 1.45%, % of young worker members = 8.35%.

<b>Wales</b>	Total number of role holders	No. of women holding position	% of women	No. of BAME holding position	% of BAME	No of BAME Women holding position	% of BAME Women holding position	No. of members with disabilities holding position	% of members with disabilities	No. Young workers holding position	% of Young workers
<b>Branch Principal Officer Roles</b>											
Branch Chairperson	8 <sup>(8)</sup>	1 <sup>(1)</sup>	12.5%	1 <sup>(1)</sup>	12.5%	0 <sup>(0)</sup>	0%	0 <sup>(2)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Vice Chairperson	6 <sup>(6)</sup>	1 <sup>(1)</sup>	16.66%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	2 <sup>(0)</sup>	33.33%	0 <sup>(0)</sup>	0%
Branch Secretary	8 <sup>(8)</sup>	1 <sup>(0)</sup>	12.5%	0 <sup>(1)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(0)</sup>	12.5%	0 <sup>(0)</sup>	0%
Branch deputy/Assistant Secretary	10 <sup>(10)</sup>	2 <sup>(2)</sup>	20%	1 <sup>(1)</sup>	10%	0 <sup>(0)</sup>	0%	2 <sup>(2)</sup>	20%	0 <sup>(0)</sup>	0%
Branch Section Secretary	1 <sup>(1)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Retired Section Secretary	4 <sup>(4)</sup>	1 <sup>(1)</sup>	25%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Treasurer	7 <sup>(8)</sup>	1 <sup>(1)</sup>	14.28%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
<b>Total Branch Principal Officers</b>	<b>44</b> <sup>(45)</sup>	<b>7</b> <sup>(6)</sup>	<b>15.9%</b> <sup>(13.13%)</sup>	<b>2</b> <sup>(3)</sup>	<b>4.45%</b> <sup>(6.66%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b> <sup>(0%)</sup>	<b>5</b> <sup>(4)</sup>	<b>11.36%</b> <sup>(8.88%)</sup>	<b>0</b> <sup>(0)</sup>	<b>0%</b> <sup>(0%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>-1</b>	<b>+1</b>	<b>16.66%</b>	<b>-1</b>	<b>-33.3%</b>	<b>-</b>	<b>-</b>	<b>+1</b>	<b>25%</b>	<b>-</b>	<b>-</b>
<b>Branch Officer Roles</b>											
Branch Organiser	2 <sup>(2)</sup>	1 <sup>(1)</sup>	50%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Editor/Communications Officer	0 <sup>(0)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Equality Officer	7 <sup>(8)</sup>	4 <sup>(4)</sup>	57.14%	0 <sup>(2)</sup>	0%	0 <sup>(0)</sup>	0%	2 <sup>(2)</sup>	28.57%	0 <sup>(0)</sup>	0%
Branch Political Officer	5 <sup>(6)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(1)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Young Workers Officer	4 <sup>(3)</sup>	1 <sup>(1)</sup>	25%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	4 <sup>(3)</sup>	100%
Branch Women's Officer	8 <sup>(7)</sup>	8 <sup>(7)</sup>	100%	1 <sup>(0)</sup>	12.5%	1 <sup>(0)</sup>	12.5%	2 <sup>(1)</sup>	25%	1 <sup>(0)</sup>	12.5%

Branch BAME Officer	3 <sup>(2)</sup>	0 <sup>(0)</sup>	0%	2 <sup>(1)</sup>	66.66%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	33.33%	0 <sup>(0)</sup>	0%
<b>Total Branch Officers</b>	<b>29</b>	<b>14</b>	<b>48.27%</b>	<b>3</b>	<b>10.34%</b>	<b>1</b>	<b>3.44%</b>	<b>5</b>	<b>17.24%</b>	<b>5</b>	<b>17.24%</b>
	<sup>(28)</sup>	<sup>(13)</sup>	<sup>(46.42%)</sup>	<sup>(4)</sup>	<sup>(14.28%)</sup>	<sup>(0)</sup>	<sup>(0%)</sup>	<sup>(4)</sup>	<sup>(14.28%)</sup>	<sup>(3)</sup>	<sup>(10.71%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>+1</b>	<b>+1</b>	<b>7.69%</b>	<b>-1</b>	<b>-25%</b>	<b>+1</b>	<b>Infinity</b>	<b>+1</b>	<b>25%</b>	<b>+2</b>	<b>66.66%</b>
<b>Branch Union Learning Representative Roles</b>											
Branch Lead Union Learning Rep	3 <sup>(4)</sup>	1 <sup>(2)</sup>	33.33%	1 <sup>(1)</sup>	33.33%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	33.33%	0 <sup>(0)</sup>	0%
Branch Union Learning Rep	15 <sup>(13)</sup>	3 <sup>(3)</sup>	20%	2 <sup>(2)</sup>	13.33%	0 <sup>(0)</sup>	0%	2 <sup>(2)</sup>	13.33%	0 <sup>(0)</sup>	0%
<b>Total Branch Learning Reps</b>	<b>18</b>	<b>4</b>	<b>22.22%</b>	<b>3</b>	<b>16.66%</b>	<b>0</b>	<b>0%</b>	<b>3</b>	<b>16.66%</b>	<b>0</b>	<b>0%</b>
	<sup>(17)</sup>	<sup>(5)</sup>	<sup>(29.41%)</sup>	<sup>(3)</sup>	<sup>(17.64%)</sup>	<sup>(0)</sup>	<sup>(0%)</sup>	<sup>(3)</sup>	<sup>(17.64%)</sup>	<sup>(0)</sup>	<sup>(0%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>+1</b>	<b>-1</b>	<b>-20%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Branch Health and Safety Representative Roles</b>											
Branch Area Health and Safety Rep	12 <sup>(11)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	8.33%
Branch Workplace Health and Safety Rep	75 <sup>(78)</sup>	11 <sup>(14)</sup>	14.66%	4 <sup>(4)</sup>	5.33%	0 <sup>(0)</sup>	0%	5 <sup>(5)</sup>	6.66%	0 <sup>(1)</sup>	0%
<b>Total Branch Health and Safety Reps</b>	<b>87</b>	<b>11</b>	<b>12.64%</b>	<b>4</b>	<b>4.59%</b>	<b>0</b>	<b>0%</b>	<b>5</b>	<b>5.74%</b>	<b>1</b>	<b>1.14%</b>
	<sup>(89)</sup>	<sup>(14)</sup>	<sup>(15.73%)</sup>	<sup>(4)</sup>	<sup>(4.49%)</sup>	<sup>(0)</sup>	<sup>(0%)</sup>	<sup>(5)</sup>	<sup>(5.61%)</sup>	<sup>(2)</sup>	<sup>(2.24%)</sup>
<b>Increase/Decrease 2022-2023</b>	<b>-2</b>	<b>-3</b>	<b>-21.42%</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-1</b>	<b>-50%</b>
<b>Branch Industrial Relations Representative Roles</b>											
Branch Area Delivery Rep	5 <sup>(5)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch deputy/assistant Area Delivery Rep	5 <sup>(6)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Area Distribution rep	3 <sup>(3)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch deputy/ assistant Area Distribution Rep	3 <sup>(3)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	33.33%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch Area Processing Rep	3 <sup>(3)</sup>	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	33.33%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Branch deputy/assistant Area Processing Rep	4 <sup>(4)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Industrial Relations Workplace Rep (Postal)	84 <sup>(82)</sup>	3 <sup>(4)</sup>	3.57%	6 <sup>(5)</sup>	7.14%	0 <sup>(0)</sup>	0%	2 <sup>(3)</sup>	2.38%	0 <sup>(1)</sup>	0%

Industrial Relations deputy/assistant Workplace Rep (Postal)	44 <sup>(343)</sup>	5 <sup>(5)</sup>	11.36%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(1)</sup>	0%
Workplace Rep (T&FS)	13 <sup>(11)</sup>	4 <sup>(4)</sup>	30.76%	1 <sup>(1)</sup>	7.69%	0 <sup>(0)</sup>	0%	1 <sup>(1)</sup>	7.69%	2 <sup>(2)</sup>	15.38%
Workplace deputy/assistant Rep (TF&S)	2 <sup>(2)</sup>	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%	0 <sup>(0)</sup>	0%
Total Industrial Relations/Workplace Rep	166 <sup>(153)</sup>	12 <sup>(13)</sup>	7.22% <sup>(8.49%)</sup>	9 <sup>(8)</sup>	5.42% <sup>(5.22%)</sup>	0 <sup>(0)</sup>	0%	3 <sup>(4)</sup>	1.8% <sup>(2.61%)</sup>	2 <sup>(4)</sup>	1.2% <sup>(2.61%)</sup>
<b>Increase/Decrease 2022-2023</b>	+13	-1	-7.69%	+1	12.5%	-	-	-1	-25%	-2	-50%
Committee Member only	53 <sup>(51)</sup>	15 <sup>(15)</sup>	28.3% <sup>(29.41%)</sup>	7 <sup>(7)</sup>	13.2% <sup>(13.72%)</sup>	3 <sup>(3)</sup>	5.66% <sup>(5.88%)</sup>	1 <sup>(1)</sup>	1.88% <sup>(1.96%)</sup>	3 <sup>(3)</sup>	5.66% <sup>(5.88%)</sup>
<b>Total Branch Positions and Committee members in Region</b>	397 <sup>(383)</sup>	63 <sup>(66)</sup>	15.86% <sup>(17.27%)</sup>	28 <sup>(29)</sup>	7.05% <sup>(7.57%)</sup>	4 <sup>(3)</sup>	1% <sup>(0.78%)</sup>	22 <sup>(21)</sup>	5.54% <sup>(5.48%)</sup>	11 <sup>(12)</sup>	2.77% <sup>(3.13%)</sup>
<b>Increase/Decrease 2022-2023</b>	-14	-3	-4.54%	-1	-3.44%	-1	33.33%	+1	4.76%	-1	-8.33%