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## GENERAL

### 1

#### **Liaison Meetings with CWU Group MPs**

The first meeting with CWU Group MPs has now been arranged for the 2007 Parliamentary Session and, for your information, listed below is the date of that meeting and those nominated to attend:

#### **20 February 2007**

Maria Exall, Beryl Shepherd, Peter Keenleyside and a representative from the North West Regional Political Committee.

Billy Hayes  
General Secretary

### 2

#### **Two Day Health & Safety Refresher Course – Newport**

The Communication Workers Union has organised a Two Day H&S Refresher Course.

#### **The course will be held in Newport from 27 – 28 February 2007**

Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge as soon as possible.

Application forms should be addressed to: Trish Lavelle, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: 01993 843373; Fax: 01993 840960; email: mtodd@cwu.org

### 3

#### **Election of Retired Members' Regional Secretary**

Unfortunately, due to ill health, the Retired Members' Regional Secretary for the Midlands region has resigned his position.

Branches will also be aware that there were no nominations received for the position of Retired Members' Regional Secretary in the South West and it is therefore necessary for us

to advertise these two positions again.

Nomination forms for the position of Retired Members' Regional Secretary for the South West region and for the Midlands region can be obtained from the National Organising Department and must be completed and returned to the National Organising Department by **26th January 2007**.

If an election is required we will write out separately to branches in the respective regions with a timetable for the ballot. Any enquiries regarding this paragraph should be addressed to the National Organising Department.  
Steve Baguley  
National Organising Secretary

### 4

#### **Education and Training Programme: January – December 2007**

Listed on page 8 is the union's Education & Training Programme for January – December 2007. This has been reproduced to assist branches in making the necessary arrangements for students.

Applications can be made at any time. Paragraphs in the BOB will be issued periodically, giving more information about each course. Successful applicants will not receive any paperwork until after the closing date for applications.

Would branches please note that this programme replaces the previous one issued for January – June 2007.

Trish Lavelle  
Head of Education & Training

### 5

#### **Union Skills I Course**

The Communication Workers Union has organised a Union Skills I course, to be held at the Union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot

Lodge are accredited with the National Open College Network. This is a fully integrated course.

#### **The course will be held from 16 – 20 April 2007**

#### **The closing date for nominations is 1st March**

The Linked Education Programme is designed to encourage members to become more active in the union. It is open to all members of the CWU, but is particularly aimed at new activists. We particularly encourage branches to nominate women, ethnic minorities, people with disabilities and young members who are often under-represented on the CWU Education and Training Programme.

All members of the union who wish to have a working knowledge of the wider Trade Union and Labour Movement would benefit from attending the Linked Education Programme.

The three parts of the course are completely self contained, but there are real educational benefits in completing all three parts of the programme in a year or eighteen months. Union Skills courses attract special leave with pay.

All courses at Alvescot are residential. The cost of tuition, food and accommodation will be met from the General Fund. Branches requiring financial assistance from the General Fund to enable them to send students to the course must submit the request with the nomination, to enable the Trustees to consider the request in time.

The Education Centre can offer child-minding facilities for a maximum of three under school age children at any one time. If any applicant from your branch would like child-minding facilities, can you please advise the age and sex of the child on the application form. Further information on the child-minding arrangements will then be sent to successful applicants.

Those nominees who are Committee Members, Branch Representatives or Branch Officers are entitled to leave with pay. Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge by the closing date shown. If you nominate more than one member (a maximum of two please), indicate the order of preference if necessary and please apply for only one course at a time.

If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date. Application forms should be addressed to: Trish Lavelle, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: 01993 843373; Fax: 01993 840960; email mtodd@cwu.org

## **6 Equal Rights in the CWU Part 2**

The Communication Workers Union has organised an Equal Rights in the CWU Part 2 Course, to be held at the Union's Education & Training Centre at Alvescot Lodge.

**The course will be held from 23 – 27 April 2007**

**The closing date for nominations is 8th March**

This course is aimed at those who have already attended Equal Rights in the CWU Part 1 and the old Equal Opportunities I courses. This course will cover the following issues:

- Equal Pay
- Equal Pay Review
- Discrimination in the Workplace
- Discrimination and the Law
- Negotiating for Equality
- Organising around Equality
- The Effects of Domestic Violence in the Workplace

Application forms should be addressed to: Trish Lavelle, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: 01993 843373; Fax: 01993 840960; email mtodd@cwu.org

## **7 Union Skills II Course**

The Communication Workers Union has organised a Union Skills II Course, to be held at the Union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course.

**The course will be held from 30 April – 4 May 2007**

**The closing date for nominations is 15th March**

Only members who have attended a Union Skills I or an Induction Course are eligible for nomination. Preference, will of course, be given to those students who have been refused a previous Union Skills II Course, so this must be

shown on the application form.

Application forms should be addressed to: Trish Lavelle, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: 01993 843373; Fax: 01993 840960; email mtodd@cwu.org

## **8 Union Skills III Course – Reminder**

The Communication Workers Union has organised a Union Skills III Course, to be held at the Union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course.

**The course will be held from 19 – 23 February 2007**

**Please submit applications as soon as possible**

Only members who have attended a Union Skills I/Induction and a Union Skills II course are eligible for nomination.

Application forms should be addressed to: Trish Lavelle, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: 01993 843373; Fax: 01993 840960; email mtodd@cwu.org

## **9 Health & Safety Stage III Course**

A Health and Safety Stage III has been organised to be held at the Education and Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course.

**The course will be held from 14 – 18 May 2007**

**The closing date for nominations is 29th March**

Applicants for this course will have already attended the Union's Health & Safety Stage I & II courses.

This course will give a substantive overview of the following:

- COSHH
- RIDDOR
- Stress in the Workplace
- Risk Assessments

Application forms should be addressed to: Trish Lavelle, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: 01993 843373; Fax: 01993 840960; email mtodd@cwu.org

## **10 Health & Safety Stage I Course**

A Health and Safety Stage I Course has been organised to be held at the Education and Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course.

## **The course will be held from 21 – 25 May 2007**

**The closing date for nominations is 5th April**

Application forms should be addressed to: Trish Lavelle, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: 01993 843373; Fax: 01993 840960; email mtodd@cwu.org

## **EQUAL OPPORTUNITIES**

### **11 Harassment Complaints Database: Union Policy**

Branches are again reminded of the need to fill in the Harassment Complaints Database (HCD) Forms, as illustrated in LTB 450/04.

Please ensure that all reps have a copy of LTB 450/04 as it contains useful guidance as well as the form itself. Branches may also find LTB 289/04 useful which contains information on the Harassment Helpline and the Harassment Advice Network as well as the HCD. The completion of the HCD forms is part of our agreement with the Equal Opportunities Commission and is, therefore, CWU policy. (the full agreement can be found in LTB 292/04).

The Equal Opportunities Commission has raised concerns with us regarding the completion rate, which we need to address, otherwise we will fall foul of the agreement. Therefore, please ensure that any complaint raised with branch reps by members that involves possible harassment should be notified to HQ via these forms.

We appreciate that this will add to an already busy work schedule for those reps that have the responsibility for completing them, but there is no scope for non-compliance. We must accept that this will become an accepted culture in terms of harassment reporting.

The data that will come through to HQ will be vital in enabling us to analyse and identify any obvious patterns where problems exist.

We extend our appreciation to all those branches already complying with the policy and look forward to the co-operation of all branches in this matter.

Any enquiries regarding this paragraph please contact Michèle Emerson at CWU HQ.

### **12 Mandatory Equality & Diversity Training**

Branch secretaries are requested to ensure that any person in their branch who has CWU rep responsibilities and has not yet completed their mandatory Equality & Diversity training are enrolled in the courses that are planned throughout the regions in the forthcoming months.

All reps must do the training – this includes divisional reps, area reps, unit reps and branch officers. For clarification on dates please contact either your regional secretary.

The training has been running now for over

three years and there are still a substantial number of reps who have not completed the training.

Your co-operation in this matter is greatly appreciated.  
Equal Opportunities Department.

### 13

#### **Equality Conference Audit**

Branches will be aware that those of you who have not sent a delegate to any of the CWU Equality Conferences over a 3-year period have been written to asking for an explanation as to why this is the case.

The department thanks the many branch secretaries who have responded positively outlining plans to make progress in these areas. Those branch secretaries who have not replied to the letter will shortly be receiving a letter from the general secretary and we advise you all to get your replies in as soon as possible.

For your information the LGBT and Disability Conferences have been very well attended but there were still a considerable number of CWU branches who did not attend.

The Women's Conference and Black Workers' Conference have been advertised via LTBs and the *Voice* and we hope to see an marked increase in branches attending these conferences too.  
Equal Opportunities Department.

### 14

#### **TUC Lesbian, Gay, Bi-sexual and Trans Conference 2007**

Branches are advised that the Annual TUC LGBT Conference will be held on **Thursday, 28th June** and **Friday, 29th June 2007** at **TUC Congress House** in London.

The delegation for the conference was recently elected by branch ballot but visitors to the conference are also welcomed by the TUC.

If any member wishes to attend as a visitor, the Equal Opportunities Department will pay for the documentation but any loss of earnings, travel or other expenses will not be met by HQ and branches are urged to give sympathetic consideration to any member wishing to be a visitor.

To obtain visitors credentials branches should contact Alan Crisp in the CWU Equality Department by **Monday, 7th May 2007** in order that appropriate arrangements can be made.

**Alan Crisp 020 8971 7205; [acrisp@cwu.org](mailto:acrisp@cwu.org).** Any enquiries on the above should be addressed to Michèle Emerson, Assistant Secretary, quoting reference No. 3.10.25

### 15

#### **TUC Disability Conference 2007**

Branches are advised that the Annual TUC Disability Conference will be held on **Wednesday 23rd May** and **Thursday 24th May 2007** at **TUC Congress House** in London.

The delegation for the conference was

recently elected by branch ballot but visitors to the conference are also welcomed by the TUC.

If any member wishes to attend as a visitor, the Equal Opportunities Department will pay for the documentation but any loss of earnings, travel or other expenses will not be met by HQ and branches are urged to give sympathetic consideration to any member wishing to be a visitor.

To obtain visitors credentials branches should contact Alan Crisp in the CWU Equality Department by **Monday, 2nd April 2007** in order that appropriate arrangements can be made.

**Alan Crisp 020 8971 7205; [acrisp@cwu.org](mailto:acrisp@cwu.org).** Any enquiries on the above should be addressed to Michèle Emerson, Assistant Secretary, quoting reference No. 3.10.40

## HEALTH AND SAFETY

### 16

#### **NICE Dismisses Asbestos Related Mesothelioma Cancer Drug (Alimta®) Appeal**

Further to BOB No. 042/06 Paragraph 625, dated 10 November 2006, it was reported that the CWU and other unions had joined asbestos victims support groups in campaigning for asbestos related mesothelioma victims be given treatment on the NHS that may extend their life by the continued provision of a drug called Alimta®, which is used as a chemotherapy treatment for mesothelioma.

The UK Government body NICE (National Institute for Health and Clinical Excellence), earlier this year withdrew approval for the drug meaning it is no longer prescribed for sufferers of this horrific, painful disease, taking hope away from many patients.

A commons lobby was organised and Health and Safety campaigning MP Michael Clapham has put down an Early Day Motion EDM No. 2848 calling on NICE to reconsider the drugs withdrawal and calling upon the Secretary of State for Health to step in.

CWU supported MPs were asked to sign the EDM. CWU is fully behind the campaign and believes that mesothelioma sufferers should be given every opportunity to enhance their quality of life. This drug at present offers the only hope for innocent mesothelioma victims who are not able to defend and protect themselves.

On Tuesday 19 December 2006 The National Institute for Clinical Excellence (NICE) dismissed an appeal on the continued use mesothelioma drug Alimta®. However, NICE's appraisal committee has agreed to take another look at the drug in the New Year before final guidance is given on its use. NICE released its decision on Alimta®, just a week after it said it would not announce its position on the drug until the New Year. NICE's Appeals Panel heard evidence from Alimta® manufacturer Eli Lilly and the

Royal College of Nursing (RCN) in October.

The organisations had a list of concerns about NICE's original decision including cost effectiveness, the use of the drug in Scotland and patient choice. The panel dismissed 11 out of 14 points raised by Eli Lilly and all points raised by the RCN. However NICE's Appraisal Committee is set to have another look at the drug after upholding appeals by Eli Lilly on the way cost per life gained was calculated, the number of committee members at the original hearing and the failure by NICE to disclose evidence by a clinical specialist. It is understood the Appraisal Committee will meet in the New Year to discuss the points and as a result guidance for the drug may be forthcoming. Alimta® is said to extend the lives of those suffering mesothelioma, a cancer of the lining of the lung. There is no cure for mesothelioma, caused by exposure to asbestos but Alimta® is said to help make sufferers more comfortable during their last months. Alimta® is currently available in some parts of the country on the NHS, including the North East. Earlier this year NICE did not recommend Alimta® for use on the NHS and health trusts using the drug were set to stop using it. It is understood that health trusts in the UK can continue to use Alimta® until a final decision is made by NICE on the drug.

We hope the appeal panel will make Alimta® available on the NHS once it has reviewed the cost of life gain in the New Year. Hopefully they will schedule this review to take place as soon as possible to help relieve the suffering of many asbestos victims in the UK. There is a glimmer of hope for mesothelioma victims. This decision means Primary Care Trusts in the North East can continue to prescribe Alimta® if they are still prepared to give it until the point when NICE says the drug is banned. However, this decision has once again delayed an ultimate decision on the drug.

There are many families in the North East who have been waiting for over a year for NICE to make its mind up. This decision is disappointing; however the battle is still not lost. There is now a lot of work to do to ensure when NICE reconsiders the cost of life gain that it finally gives Alimta® the guidance hundreds of mesothelioma patients and their families have been waiting for. All enquiries concerning the above should be addressed to Dave Joyce National Health, Safety & Environment Officer quoting ref: P8.

### 17

#### **HSE – Slips Assessment Tool (SAT)**

HSE with the Health and Safety Laboratory (HSL) have updated and reissued the Slips Assessment Tool (SAT). The original version was launched in October 2004. Since then, there have been 8,500 downloads of SAT and there are over 1300 registered users. The tool is used both by health and safety personnel and by regulatory inspectors who use it during routine inspections and in investigations.

Early in 2006 HSL conducted a user survey to obtain feedback on SAT with a view to carrying out a simple update. The survey provided numerous examples of improvements in slip controls, which users had incorporated at their workplaces following use of SAT. For example:

- 'Considered surface treatment, changes to the cleaning regime, changes to frequency of cleaning, improved barrier matting.'
- 'We changed to a new mopping system and reduced our slips and falls as a result.'
- 'Showed how by changing cleaning methods and applying spill controls, the risk rating came down from medium to low risk.'

The survey showed that no fundamental changes to SAT were called for, but there were requests for enhancements, which would make the tool more useful or easier to use. As far as possible, the requested enhancements have been incorporated into the new version.

Apart from eliminating a minor software problem, the main improvements centre on the presentation of the SAT results pages. The results page and the bar chart page have been combined into one, and additional help features have been incorporated. The additional advice centres on the sort of remedial measures that users could take to reduce slip risks depending on the slip risk results generated. The bar chart can now be printed out and is actually incorporated in some of the report formats.

The SAT is used in conjunction with a small, portable surface microroughness meter, which users must obtain separately. There are a number of commercially available meters but please note that the Health & Safety Executive does not specifically endorse any of them.

The package is easy to use and prompts the operator to gather relevant information concerning floor surface properties, contamination, cleaning regimes, footwear etc. When all of the information has been entered into the package, a slip risk rating is produced. This will assist the user in determining whether site conditions are likely to give rise to a high or low risk of slipping.

The data can be entered into a laptop computer (preloaded with the SAT software) on site for an immediate assessment of slip risk. This is the preferred method of operation. Alternatively, data can be recorded on site using a proforma and entered into a PC later.

The assessment can then, if desired, be repeated using alternative data such as different cleaning regime or footwear type etc. This will produce a different [theoretical] slip risk rating. This is a very powerful way of demonstrating the importance of various slip risk control measures.

The revised SAT on the HSE web can be found at [www.hsesat.info/](http://www.hsesat.info/). There is an email helpline [sat@hsl.gov.uk](mailto:sat@hsl.gov.uk) should users encounter any difficulty downloading or using SAT. New users of SAT, and existing users

who haven't yet registered, are advised to register the SAT – they will then be informed automatically of any future SAT upgrades. Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer, quoting reference No. EX5.

## 18 Working Time Regulations – Rest Break Victory for UK Workers

BOB No. 037/06, Paragraph 545, dated 6 October 2006 reported to branches that following a complaint to the European Commission in 2001, The European Court of Justice (ECJ) recently ruled that the UK Government has broken the law by failing to enforce employees' rights to breaks at work.

The ECJ judgement covered referred to elements of the WTD whereby the UK Government were alleged to have failed to transpose the European Working Time Directive correctly and legally into the UK Working Time Regulations.

In the first complaint it was argued that the implementation of the European Working Time Directive in the UK (through the UK Working Time Regulations) encouraged employees not to take breaks at work – breaks which are required by law.

Workers are entitled to an uninterrupted rest period of 11 hours between each working day and a full day off every week (or 2 days every fortnight). Also workers who work 6 hours or more in one go are entitled to a rest break of at least 20 minutes.

However the DTI advice on working time rest breaks had stated that:

*"Employers must make sure that workers can take their rest, but are not required to make sure they do take their rest."*

The European Commission agreed that this was in breach of the Directive and the case went to the European Court of Justice (ECJ), which upheld the complaint against the UK Government. As a result the DTI has amended its advice to employers on working time rest breaks and rest periods which now reads:

*"Employers must make sure that workers can take their rest."*

### What workers are entitled to

- A rest break of 20 minutes if working a period of 6 hours in one go – the rest break should be taken during the 6 hours, not at the beginning or end of it.
- An uninterrupted rest period of 11 hours between each working day.
- A full day off every week – or a full 2 days every fortnight. Days off can be averaged over a two-week period, meaning workers can take two days off a fortnight. Days off are taken in addition to paid annual leave.

These are in addition to the statutory minimum 4 weeks paid annual leave that workers are entitled to.

## Special rules for young workers

- A rest break of 30 minutes if working a period of 4 hours 30 minutes in one go – the rest break should be taken during the 4 hours 30 minutes, not at the beginning or end.
- An uninterrupted rest period of 12 hours in every 24 period in which they work.
- A full 2 days off each week – not averaged out over a fortnight.

## Opting out

It is a common misconception that workers who opt out of the working time weekly hours limit are opting out of the whole of the Working Time Regulations. In fact it is only the weekly 48 hour limit that can be opted out of. Even if workers opt out of the 48 hour limit they are still limited to working a maximum 78 hours per week if they take all their entitled rest.

Clearly this is a ridiculously long working week, which is why the TUC supported by all UK trade unions has been campaigning for an end to the opt out. Workers who have opted out of the 48 hour week can opt back in at any time by writing to their employer. The original opt out should have been in writing and should have specified the notice period required to cancel it. If no notice period is specified only a week's notice is needed by law, otherwise the maximum notice period is 3 months.

DTI – "Your guide to the Working Time Regulations: sections 5 – 11 (URN No: 06/1908B) can be accessed at: [www.dti.gov.uk/employment/employment-legislation/employment-guidance/page28979.html#rest\\_breaks](http://www.dti.gov.uk/employment/employment-legislation/employment-guidance/page28979.html#rest_breaks)

The complaints were brought by UK Trade Union 'Amicus'.

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer, quoting reference No. P12.

## 19 Corporate Manslaughter and Corporate Homicide Bill – (Commons Third Reading Debate & Progress Report)

Andrew Dismore MP submitted an amendment to the Corporate Manslaughter and Corporate Homicide Bill which attempted to introduce "individual Directors/Senior Managers Liability" and this was debated at the Commons third reading stage of the bill on 4 December along other amendments prior to the bill moving to the House of Lords where it is moving along at pace and completed its second reading in the Lords on 20 December just prior to the Xmas/ New Year break.

After a good debate Andrew Dismore withdrew his amendment on the basis of a statement and commitments given by Minister Gerry Sutcliffe. Additionally there is another opportunity for some improvements to the bill to be made in the House of Lords.

It came out in the debate that the trade unions including the CWU campaign has had a significant impact. Minister Gerry Sutcliffe made a statement to the effect that:

- The government will continue to look at the issue of extending Section 37 of the Health and Safety at Work Act to include imprisonment and disqualification for directors, managers, company secretaries or other similar officers.
- The government is considering innovative penalties such as corporate probation plus naming and shaming in respect of the filing of accounts at Companies House and in annual reports.
- The government is considering the naming of directors in reparatory orders, to make sure that work is carried out.
- There would be the opportunity to combine corporate manslaughter with existing health and safety legislation.
- The government has addressed the fact that although the law already provides for a director to be disqualified when they are convicted as an individual for certain health and safety offences, relatively few disqualifications linked to health and safety convictions have taken place. The Health and Safety Executive has issued revised guidance to the HSE inspectors stating:

*"In all cases where an individual director is prosecuted for an indictable offence, where the offence is in connection with the management of a company, the court should be reminded that it has the power to disqualify the director under section 2(1) of the Company Directors Disqualification Act 1986."*

Section 37(1) of the Health & Safety at Work Act States:

*"Where an offence under any of the relevant statutory provisions committed by a body corporate is proved to have been committed with the consent or connivance of, or to have been attributable to any neglect on the part of, any director, manager, secretary or other similar officer of the body corporate or a person who was purporting to act in any such capacity, he as well as the body corporate shall be guilty of that offence and shall be liable to be proceeded against and punished accordingly."*

The numbers of company directors or other senior corporate officers prosecuted and convicted for offences under section 37 of the Health and Safety at Work etc. Act 1974 in each year since 1996, in cases following as HSE investigation, are as follows:

Year(25)	Prosecutions	Convictions
1996-97	17	15
1997-98	6	5

1998-99	9	9
1999-2000	17	12
2000-01	16	15
2001-02	16	11
2002-03	18	9
2003-04(26)	12	10

Similar figures for local authority cases are not included.

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer, quoting reference No. EX13.

## TELECOMS

### 20 NTL/Telewest: Customer Service Technicians and GPS

Management have advised that following the testing of satellite navigation and GPS tracking equipment for use by Customer Service Technicians, they intend to roll-out the facility. This is based on outputs from the trial which has yet to be shared with the union.

The company has finalised its selection of a supplier and will soon commence the installation of equipment with a view to completing the installation by the end of January.

At present the company is preparing the associated communications, training and appropriate policies which will be put in place before there is full implementation of the systems.

A commitment has been given to share this in advance with the union in order to consult and resolve any concerns that the union may have.

Brian Healy  
Assistant Secretary

### 21 BT Wholesale Networks: ZBB Update

As communicated in Branch Officials Bulletin No. 34/06, paragraph 527, the BT Wholesale Executive team has continued to monitor the situation with regards to ZBB redeployees.

The following is a summary of the numbers still yet to be deployed on a permanent role and the means by which people left this group.

At the start of March the total numbers, managers and non-managers was 245 of which 168 remain; of this total 112 are CWU represented grades.

From the original numbers of 245 in March, 14 left under Newstart; 2 age retirements and a further 98 were placed into substantive roles; 45 within BT Wholesale and 53 outside BT Wholesale.

The remaining 168 are on project work and are now part of the Central Network Redeployee Unit reported in BOB No.46/06, paragraph 699.

Brian Healy  
Assistant Secretary

### 22 NTL/Telewest: Accreditation Scheme and Movement between Bands for CSTs

Branches have had a separate report on proposals to changes on the scheme.

With regards to the current Accreditation scheme, the outgoing outputs for the Accreditation scheme in 2006 are as follows:

#### February Panel

Developing to Accomplished 8  
Accomplished to Outstanding 36

#### August Panel

Developing to Accomplished 2  
Accomplished to Outstanding 21

At present the union has had no information as to how and when the Customer Service Technicians salary ranges from both ex-NTL and ex-Telewest will be integrated.

Brian Healy  
Assistant Secretary

### 23 BT Wholesale: Network Management System Transformation (SMARTS)

In recent discussions, management have confirmed that they will use robust measures throughout the delivery. The intention will be to only release resource savings once the benefits have been measured. Further discussions on the results when available will take place as will how to deal with the surplus resource.

At present, there have been technical problems, mainly around hardware and as a result the timetable as announced at branches in BOB No. 41/2006, paragraph 614 will slip. A detailed report on this will follow in due course.

With regards to selection into the new roles, the intent is to apply the Positive Selection Process.

On the issue of attendance patterns, management has stated that they do not anticipate any changes required as a result of the SMARTS programme.

As part of the initial testing of the new product, the Vendor for SMARTS will train ten individuals to begin with. All other SMARTS training will be provided by an online course created internally and specifically designed for the work functions affected in Networks and Vendor Management. The course will last up to one hour and will be completed in protected time either at the beginning or end of shifts. Line managers will be instructed to ensure that they provide this protected time for training.

Brian Healy  
Assistant Secretary

## EVENTS BULLETIN

### October 2006 – June 2007: London Socialist Film Co-op Film Season.

Screenings held on second Sunday of the

month from October to June 10.30 for 11 am. Screenings showing at Renoir Cinema, Brunswick Square, London WC1. Nearest tube Russell Square. Tickets cost £7.00, concessions £5.00. Discount to annual members £1.00. Tickets on sale from 10.30 am on day of screening. To book in advance tel **020 7837 1177** (12 noon to 8.00 pm) or go to [www.curzoncinemas.com](http://www.curzoncinemas.com) or visit the Box Office (12 noon to 8 pm).

**Tuesday 23 January 2007: The Problem of Intimacy: Trade Unions and Labour Governments.** 18.00. House of Commons, Portcullis House, Westminster. This seminar will look at the changing relationships between the trade union movement and post-war Labour governments. What can be learnt about union-government relations today? What are the prospects for tomorrow? Speakers: Nina Fishman (University of Westminster), Geoffrey Goodman, John Cole, Chair: Hywel Francis MP. The event is free to attend. For more information and to book a place email [events@unions21.org.uk](mailto:events@unions21.org.uk)

**Tuesday 23 January 2007: Speak Up for Public Services Lobby.** The TUC are holding a rally and lobby of Parliament on January 23rd at Central Hall, Westminster, London. It's a chance for public service workers to join together and tell MPs that public servants want to serve the public, not shareholders or company owners. For more information visit <http://www.tuc.org.uk/speakup>

**Monday 29 January 2007: Union Modernisation Fund Seminar.** To be held at Congress House 9.30 - 13.30. Unions 21 in partnership with the TUC and the Union Ideas Network is putting together a one day seminar on the Union Modernisation Fund. Speakers include: Jim Fitzpatrick MP, Frances O'Grady (TUC), Diana Holland (T&G), David Yeandle (EEF), John Lloyd (Community/Unions 21). For more information contact **Matt Ball** on **020 7239 1224** or email [info@unions21.org.uk](mailto:info@unions21.org.uk)

**Saturday 3 February 2007: CWU Black Workers Conference.** The conference will take place at the Novotel Bristol Hotel, Bristol BS1 6HY. There will be a social event at the Novotel Bristol Hotel on Friday 2 February 2007 details will be circulated nearer the time. For more information contact the **Equal Opportunities Department** quoting reference **1.50.2**, email [dgittens@cwu.org](mailto:dgittens@cwu.org)

**Wednesday 7 February 2007: Working with HIV/Aids.** The seminar will be held at the UCU Centre, Britannia Street London WC1 - 1.30pm - 4.15pm. More people were diagnosed with HIV in 2005 than in any previous year and more people are working with HIV than ever before. But too often ignorance and discrimination get in the way of how we deal with the issue in the workplace. Speakers

include Stephen Bitti, chief Executive at the UK Coalition of People living with HIV and Aids (UKC), Catherine Caserley, Senior Legislation Adviser at the Disability Rights Commission and more. Cost: IER Subscribers and members £45.00, Trade Unions £60.00 and Commercial £120.00. For more information contact the **Institute of Employment Rights** on **0151 702 6925**.

**Saturday 17 February 2007: Unite Against Fascism – Stop the BNP.** National Conference – 9.30am - 5pm to be held at the TUC Conference Centre, Great Russell St, London WC1B 3LS. Speakers include Ken Livingstone, Billy Hayes, CWU, Paul Mackney, UCU, Keith Sonnet, Unison, Gemma Tumelty, NUS, Dr Mohammed Abdul Bari, MCB, Alan Wardle, Stonewall and many more. For more information contact **020 7833 4916**.

**Thursday 28 February 2007: CWU Youth Conference.** Will be held at CWU Headquarters. For more information contact **Carmel McCudden** at [cmccudden@cwu.org](mailto:cmccudden@cwu.org)  
**Thursday 8 March 2007 – Friday 9 March inclusive: Creating Opportunities, Building Futures.** For the 15th year, 4Children's Annual Conference, Creating Opportunities, Building Futures once again promises to be a high quality pivotal event. This seminal two-day event considers key issues facing the sector during this period of unprecedented reform and rapid change. For more information contact **City Reach**, 5 Greenwich View Place, London E14 9NN. Tel: **020 7512 2112** Fax: **020 75376012** Email: [Info@4Children.org.uk](mailto:Info@4Children.org.uk) or visit <http://www.4children.org.uk/events/>

**Thursday 8 March 2007: TUC International Women's Day Celebration.** To be held at Congress House, Great Russell Street, London, WC1B 3LS. Each year, the TUC organises an evening reception to mark International Women's Day. The opportunity is used to remember our past achievements and reaffirm our commitment to go much further. The event is for trade unionists (women in particular, although men are welcome) and representatives from partner organisations. The reception is ideal for learning more about the global struggle for women's rights, networking and having fun. For more information contact **Aisha Latif**, Project Assistant, EU & International Relations Department – Tel: **020 7467 1239**; Fax: **020 7467 1343**; or [alatif@tuc.org.uk](mailto:alatif@tuc.org.uk)

**24 March – 7 April: 2007: Anti-Fascist Fortnight. Delivering Hope not Hate.** The CWU are pleased to bring to branches attention details of the Anti-Fascist Fortnight, which is a campaign to show our opposition to the BNP. The campaign is being orchestrated by Searchlight. For more information contact **Dionne Gittens** on **020 8971 7356** or

[dgittens@cwu.org](mailto:dgittens@cwu.org)

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If you have anything for the events bulletin page please send your contribution to:

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SW19 1RX  
Tel: **020 8971 7497**  
Email: [mmurray@cwu.org](mailto:mmurray@cwu.org)

*Details must arrive nine days before publication and must include a contact phone number, brief summary of the event, email and website address. Listings are free, but inclusion is not guaranteed.*

**Education and Training Programme: January – December 2007**

<b>Month</b>	<b>Course</b>	<b>Venue</b>
<b>January</b>		
1 – 5	Short Week – Tutor Training Solihull	Alvescot
8 – 12	Advanced Skills Part 3	Alvescot
15 – 19	Occupational Health & Safety (Week 3)	Alvescot
22 – 26	Trade Union & Labour Studies/Employment Law (Week 3)	Alvescot
<b>February</b>		
29 – 2	Union Learning Reps Stage I	Alvescot
5 – 9	Health & Safety Stage I	Alvescot
12 – 16	Equal Rights in the CWU Part 1/Union Skills II	Alvescot
19 – 23	Union Skills III	Alvescot
<b>March</b>		
26 – 2	Union Skills I	Alvescot
5 – 9	Occupational Health & Safety (Week 4)	Alvescot
12 – 16	Trade Union & Labour Studies/Employment Law (Week 4)	Alvescot
19 – 23	Union Learning Reps Stage II	Alvescot
26 – 30	Health & Safety Stage II	Alvescot
<b>April</b>		
2 – 6	Easter	Alvescot
9 – 13	Easter	Alvescot
16 – 20	Union Skills I	Alvescot
23 – 27	Equal Rights in the CWU Part 2	Alvescot
<b>May</b>		
30 – 4	Union Skills II	Alvescot
7 – 11	Short Week	Alvescot
14 – 18	Health & Safety Stage III	Alvescot
21 – 25	Health & Safety Stage I	Alvescot
28 – 1	Short Week	Alvescot
<b>June</b>		
4 – 8	Conference/Union Skills I	Alvescot
11 – 15	Union Skills II	Alvescot
18 – 22	Union Skills III	Alvescot
25 – 29	UNI Summer School	Alvescot
<b>July</b>		
2 – 6	Health & Safety Stage II	Alvescot
9 – 13	Romec Union Skills I	Alvescot
16 – 20	Union Learning Reps Stage I/Equal Rights in the CWU Part I	Alvescot
23 – 27	Health & Safety Stage III	Alvescot
<b>August</b>		
30 – 3	Union Skills I	Alvescot
6 – 10	Union Skills II	Alvescot
13 – 17	Union Skills III	Alvescot
20 – 24	Romec Union Skills II	Alvescot
27 – 31	Short Week	Alvescot
<b>September</b>		
3 – 7	Health & Safety Stage I	Alvescot
10 – 14	Union Skills II	Alvescot
17 – 21	Occupational Health & Safety (Week 1)	Alvescot
24 – 28	Trade Union & Labour Studies/Employment Law (Week 1)	Alvescot
<b>October</b>		
1 – 5	Health & Safety Stage II	Alvescot
8 – 12	Advanced Skills Part 1	Alvescot
15 – 19	Union Skills III	Alvescot
22 – 26	Union Learning Reps Stage II	Alvescot
<b>November</b>		
29 – 2	Occupational Health & Safety (Week 2)	Alvescot
5 – 9	Trade Union & Labour Studies/Employment Law (Week 2)	Alvescot
12 – 16	Union Skills I	Alvescot
19 – 23	Advanced Skills Part 2	Alvescot
26 – 30	Health & Safety Stage III	Alvescot
<b>December</b>		
3 – 7	Equal Rights in the CWU Part 2/Union Learning Reps Stage I	Alvescot
10 – 14	To be Confirmed	Alvescot
17 – 21	No Course	Alvescot
24 – 28	Christmas	Alvescot