

BRANCH OFFICIALS BULLETIN

COMMUNICATION
WORKERS UNION

Weekly information from the Communication Workers Union

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GENERAL

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Headquarters Printing and Reprographic Services

Branches and Representatives will wish to know that CWU Headquarters have recently acquired new reprographics equipment. The purpose of broadcasting this information is to inform you that we are now able to offer a print service to branches that we believe will be within a price range that you will find competitive. Amongst the services we can provide are colour or black & white posters, leaflets, booklets etc. It is not possible to produce a price list as prices will vary dependent on each individual job based on quantity, timescale, delivery requirements etc. If you would like more information about this service or wish to receive a quote for a particular piece of work then please ring or email Kevin Slocombe, Head of Communications.

020 8971 7497 or KSlocombe@cwu.org

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Liaison Meetings With CWU Group MPs

Meetings up to the Summer Recess have now been arranged with CWU supported MPs and, for your information, I list below the dates of the meetings and those nominated to attend:

24 January

Carol Alcock, Dave Warren, Beryl Shepherd, Maria Exall and 1 representative from the Eastern Region

14 March

Peter Donaghy, Graham Colk, Andy Kerr and 1 representative from Scotland

9 May

Steve Fishwick, Graham Colk, John Holmes and 1 representative from Wales

11 July

PFMC members to be nominated and 1 representative from the North East Region.

Billy Hayes

General Secretary

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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 13 – 17 March 2006

Please submit application forms as soon as possible

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 courses are called 'Linked Education' because the programme comprises three distinct but connected courses, each of one week duration. It begins with the Union Skills I, followed by the Union Skills II and concludes with Union Skills III. 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

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Equality & Diversity Mandatory Training For Branch Officials – Alvescot

In line with Conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses:

These courses are being held at the Education & Training Centre, Alvescot.

Tuesday 14th February & Thursday 16th February 2006

Further dates and venues for other regions will be published in due course. Nominations should be made on an application form for Union courses and returned as soon as possible 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

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Equality & Diversity Mandatory Training For Branch Officials – South West

In line with Conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses:

These courses are being held in the South West Region.

Tuesday 14th February – Bournemouth

Tuesday 21st February – Exeter

Thursday 23rd February – Truro

Thursday 2nd March – Bournemouth

Wednesday 8th March – Bristol

Tuesday 14th March – Exeter

Wednesday 5th April – Bournemouth

Wednesday 26th April – Exeter

Thursday 27th April – Bristol

Further dates and venues for other regions will be published in due course. Nominations should be made on an application form for Union courses and

Branch Secretaries are reminded that in order to be kept fully up-to-date with electronic communications from Head Quarters, they must be subscribed to the online mailing list – if you are not already receiving LTBs, BOBs and News items, please email your details to alawrence-jones@cwu.org.
Abigail Lawrence-Jones
Web Editor

returned as soon as possible 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

34 Women's Two Day Seminar – Newport

We have organised a Women's Two Day seminar to be held in Newport and are asking for nominations from Branches in the Region.

The course is being held on 28 February – 1 March 2006.

Nominations should be made on an application form for Union courses and returned as soon as possible 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

35 Union Learning Representative Course – Reminder

The Communication Workers Union have organised a Union Learning Reps Stage I Course, to be held at the Union's Education & Training Centre, Alvescot.

The course will be held from 6 – 10 March 2006

Please submit applications ASAP

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.

The course will give prospective Learning Reps all the knowledge and skills that are required to give advice and guidance to our members. Branches who already have workplace based Learning Centres or who are in the process of setting up Centres will be able to exchange information and ideas.

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

36 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.

TELECOMS

37 BT Wholesale – Higher Level Technical Support For Ericsson AXE10

To date, the higher, more complex levels of technical support to BT's AXE10 equipment has been undertaken by Ericsson. The company has recently decided not to renew part of this support contract, and the Technical Services Business Unit within Network Management are in the process of ceasing the arrangements with Ericsson, and bringing the work in-house from April 2006.

This will require the recruitment of additional direct labour, highly skilled in AXE10, to provide this service. Management anticipate the requirements to be:

- 1 x C2
- 6 x Technical Specialist Managers (Band 1 level)
- 1 x Technology Support Manager (Band 2 level)

BT Wholesale will be placing adverts in BT's normal internal vacancy postings within BT People System

(i.e. the replacement for Job News). An early trawl for potential suitable candidates suggest that due to the highly specialised nature of the skills, it is unlikely that all its needs can be met internally. Consequently they have also decided to advertise the vacancies outside BT, and will be engaging agencies to conduct a search for potential candidates.

A key issue for the Company will be to ensure that they are in a position to provide the right level of technical capability from when the current contractual arrangement ceases in April, which militates against training individuals for all the posts who would be unable to offer some of the knowledge, experience BT Wholesale is seeking.

The requirement for a C2 grade, given the nature of the activity, has been challenged and BT Wholesale's response will be reported to Branches.

Brian Healy
Assistant Secretary

38 BT Wholesale – Telecom Strategic Review – Private Circuit

In November 2005, BT announced the move of Private Circuit Repair to Openreach from BT Wholesale. Because this move is quite complex the company developed a transition process to ensure a best fit can achieve the moves by the end of this financial year end.

Attached is a copy of the briefing issued to people affected within PC repair with BT Wholesale & Openreach. It is the understanding at Head Office that the most likely impact of this further announcement will be restricted to the London area and surrounding fringes.

Brian Healy
Assistant Secretary

39 Network Assurance Laboratory – Proposed Change To Attendance Patterns

The Union's negotiating team has been advised of proposals to introduce 24 hour, 7 day Shiftworking for Newgrid grades and 'On Call' working by BT Reward Framework managers in the Network Assurance Laboratory (NAL) which is based at Adastral Park and is managed by Operational Integrity. The NAL houses the legacy and the newly arriving 21C model E2E network environments used to develop and support BT's existing and future services. The changes would be introduced using existing staff on a voluntary basis.

Requirements for greater operational hours are that Wholesale now requires vendors, testers and other interested parties to have access into the NAL on a 24 x 7 basis for 21C model environment installation, commissioning and testing purposes. They also require NAL personnel to be in attendance to oversee the vendors on site, manage access security, act as Clerk of Works, deal with requests for room and equipment access, liaise with vendors and any test teams and evaluate and implement any requests for NAL infrastructure or comms changes. The solution that meets all operational requirements is a combination of 24 Hour, 7 Day shift working by Newgrid grade Technicians, together with out-of-hours 'On Call' working by New Reward Framework Managers. The introduction of this method of working will ensure vendor and other interested parties activities in the NAL are properly supervised, NAL and 21C model security of access is not compromised and any support requested can be provided immediately with 'On Call' manager back-up available out-of-hours. Management will be advised that such attendance arrangements will be discussed and agreed at the local level.

Brian Healy
Assistant Secretary

40 Telewest – Network Operations Call Out – Working Practices

Branches and Telewest site representatives may well have come across a document headed Regional Operations Working Practices. There exists a range of issues which appear to impact upon interpretation of the terms and conditions of employment as well as the law regarding the Working Time Regulations. There has been no contact with the Union and a copy of a letter taking up the issues with the company is attached. This followed up a verbal discussion towards the end of last week.

The management response to the representations is that Telewest will now defer implementation for a month to 1st March 2006. During this time they will create a working party that will collate feedback and review the document, producing a final version for implementation. This group will be made up of a Regional Ops Manager from each region, a Time Rep from each region and an HR Consultant; they would also like a CWU rep to be part of this group. This is in advance of the formal recognition agreement being resolved and signed. Nationally, the Union's Telewest Executive team is seeking nominations from Network representatives so that consideration can be given to submitting a name for

inclusion in the forum detailed above. Management intend to communicate the working party process to engineers early this week. It is the intention to ensure that not only is it communicated in the Source but, also through team briefs.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

Friday 20 January 2006: TUC/EOR Conference - 0 'Discrimination Law in 2006'. 09:15 to 16:30. To be held at Congress House, Great Russell Street, London, WC1. Each year Equal Opportunities Review runs a conference on Discrimination Law. Leading lawyers review legal developments over the past year and likely trends in the coming year. For more information contact TUC Equality and Employment Rights Department, Congress House Great Russell Street, London WC1B 3LS or visit www.tuc.org.uk/extras/RegistrationForm2006.doc

Saturday 28 January 2006: CWU Women's Conference. Will be held at the Library Theatre, Central Library, Chamberlain Square, Birmingham B3 3HQ. Branches are entitled to send two delegates to the Conference. Details of the delegates should be included on the appropriate form which should be completed and returned to Carmel McCudden at Head Office no later than 30 December 2005. For more information contact Carmel McCudden either by post to head office or by

email to cmccudden@cwu.org
Saturday 28 January 2006 – Saturday 4 February inclusive: National Storytelling Week. Location UK-wide. Over 700 nationwide storytelling events and performances were organised this year for National Storytelling Week in Schools, Arts Centres, Museums, Libraries, Theatres, Book Shops, Storytelling Clubs, Retirement Homes, Pubs, and a London shop window! For more information contact the Society for Storytelling, P.O. Box 344, Reading, RG6 7FG Tel: 0118 935 1381 email: SfS@fairbruk.demon.co.uk or visit www.sfs.org.uk

Tuesday 31 January 2006: Supporting Family Literacy. To be held at Education Bradford, Future House, Bolling Road, Bradford BD4 7EB. Many parents and carers struggle to support their children's reading. Family literacy is increasingly recognised as a valuable tool for promoting both literacy skills and positive attitudes to books and reading. For more information contact National Centre for Language and Literacy, The University of Reading, Bulmershe Court, Reading RG6 1HY Tel: +44 (0)118 378 8820 Fax: +44

(0)118 378 6801 Email: ncll@reading.ac.uk

Tuesday 31 January 2006: Equality in Employment – Preventing discrimination based on religion or belief. This one day seminar will be held at the NATFHE Centre, Britannia Street, London WC1. 1.30pm to 4.15pm. Organised by the Institute of Employment Rights. On the 2nd December 2003 the Employment Equality (Religion or Belief) Regulations came into force. The Regulations are based on the European Framework Directive on Equal treatment in employment. Cost IER Subscriber and members £45.00, Trade Unions £60.00 and commercial £120.00. For more information contact the IER on 020 7498 6919 or Email office@ier.org.uk
Thursday 2 February 2006: Listening to Older Learners. To be held at London Resource Centre. This conference will use the examples of recent initiatives whereby older learners have commissioned and led their own research into the learning needs of older people in their communities. For more information contact Gurjit Kaur, Gurjit Kaur, Conferences & Courses

Office, NIACE, Renaissance House, 20 Princess Road West, Leicester LE1 6TP (email gurjit.kaur@niace.org.uk).

Monday 6 February 2006: Stamping Out Homophobia All Over The World.

10:00 to 16:30. To be held at Congress House, Great Russell Street, London WC1B 3LS, UK. Registration costs £25 including documentation and working lunch. As part of LGBT History Month, the TUC is holding a conference to raise union awareness of lesbian, gay, bisexual and trans issues at international level. The conference is designed for union leaders, officials and activists. Speakers will include personal testimonies from around the world as well as Foreign Office Human Rights Minister Ian Pearson MP and Education International General Secretary Fred van Leeuwen. For more information contact Pat Brown - pbrown@tuc.org.uk or fax: 020 7436 2830 or visit www.tuc.org.uk/international/tuc-10922-f0.cfm

Wednesday 8 February 2006: Tenants, trade unions, councillors and MPs demand 'Fourth Option for Council Housing'.

Lobby of Parliament – Mass rally at Central Hall, Westminster, 12 noon. National speakers and workshops. Around the country tenants, trade unionists, councillors and MPs are opposing stock transfer, PFI and ALMOs. Along with councils pledged to keep their homes. Further information from Defend Council Housing write to PO Box 33519, London, E2 9WW, email info@defendcouncilhousing.org.uk or visit www.defendcouncilhousing.org.uk

Thursday 9 February 2006: GMB

Anti-Racist Party. 9pm til late. Free entry to GMB members with collection on the night in aid of Tahir Bhatti Asian Earthquake victims. Live band: the Silvertones, DJs: KMT Badabing Disco, and live PAs: Cypha, Royal Priesthood. For more information contact Steve Kelly, steve.kelly@gmb.org.uk

Friday 24 February 2006: Working Against Racism – The Role of

Trade Unions in Britain. 10:00 to 04:30. Cost: Free. To be held at Congress House, Great Russell Street, London. WC1B 3LS Despite mission statements, equal opportunities policies, the law, trade union policy and a variety of initiatives over the years racism is endemic in British society and an ever-present factor in the workplace. For more information contact Wilf Sullivan TUC Race Equality Officer wsullivan@tuc.org.uk or Sukhwant Dhaliwal Workomg Lives Research Institute S.Dhaliwal@londonmet.ac.uk

Friday 24 Feb 2006 – Sat, 25 February inclusive: European Trade Union Solidarity Conference with Cuba and Latin America.

To be held at Congress House, Great Russell Street, London (24th) – City Hall, London (25th). Cost £80 for UK delegates. Free places available for non-UK based European delegates. Delegates from across Europe will meet at the conference to share experiences of solidarity work, discuss ideas for solidarity projects on a European level and identify joint initiatives for lobbying. More information is available www.cuba-solidarity.org.uk/conference or by contacting Campaigns Manager, Natasha Hickman on 020 7263 6452, email campaigns@cuba

Wednesday 1 March 2006: Retired Members Advisory Committee.

Meets at CWU HQ, Room 1 at 13.30hrs.

Thursday 2 March 2006: Retired Members Conference.

Will be held at CWU HQ in Rooms 1,2 & 3 commencing at 11am.

Thursday 2 March 2006: World Book Day.

Location: Worldwide. World Book Day was designated by UNESCO as a worldwide celebration of books and reading, and was marked in over 30 countries around the globe last year. The origins of the day we now celebrate in the UK and Ireland come from Catalonia, where roses and books were given as gifts to loved ones on St. George's Day – a tradition started some 80 years ago. For more information contact www.worldbookday.com or call the World Book Day helpline: 01634 729810, wbd@education.co.uk or visit www.worldbookday.com

Wednesday 8 March 2006 – Friday 10 March inclusive: TUC Women's Conference.

14:00 to 13:00 daily. To be held at Floral Hall, Winter Garden, Compton Street, Eastbourne. The annual TUC Women's Conference will be held between 8th and 10th March in Eastbourne. Unions will propose and vote on motions throughout the Conference, and these will determine the work and priorities for the TUC Women's Committee throughout the following 12 months. For more information contact Amanda Ling, EERD Departmental Secretary aling@tuc.org.uk Rebecca Gill, Policy Officer, Women's Equality rgill@tuc.org.uk

Saturday 18 March 2005: Keep Broadcasting Public – BBC Charter

Renewal. 9.30 – 4pm. To be held at Congress House, Great Russell Street, London WC1B 3LS. Cost £10

waged/ £7 concessions – including refreshments and sandwich lunch. Organised by the TUC, Federation of Entertainment Unions and the Campaign for Press and Broadcasting Freedom to discuss the White Paper on BBC Charter Renewal due to be published in February. Speakers from Government, BBC, unions and campaigners for public broadcasting. For more information contact Kathy Lowe, CPBF, 23 Orford Road, London E17 9NL 020 8521 5932 email freepress@cpbf.org.uk or visit www.cpbf.org.uk

Monday 24 April 2006: Retired Members Advisory Committee.

Meets at CWU HQ, Room 1 at 13.30 hrs.

Friday 28th April 2006: Preston & District Workers' Memorial Day Committee are holding a series of Trade Union events and activities.

On and around Workers' Memorial Day 28th April 2006, please contact graham.king@baesystems.com for further details.

If you have anything for the events bulletin page please send your contribution to Marcia Murray, CWU, Communication Department, 150 The Broadway, Wimbledon, SW19 1RX, Tel: 020 8971 7497, Email: 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.



Stop the BNP in 2006

Unite Against Fascism national conference Saturday 18 Feb 2006

Speakers include:
Ken Livingstone, Billy Hayes, Keith Sonnet, Iqbal Sacranie, Henry Guterman MBE, Kat Fletcher

TUC Conference Centre,
Great Russell Street, London WC1



Stopping the rise of the BNP

This year the BNP saved its deposits in 34 constituencies in the general election, compared to only 5 in 2001. In 2004 the BNP missed getting elected to the London Assembly and European Parliament by a hair's breadth.

The BNP currently have 21 local councillors and will be using their high votes as a launch pad to gain several more council seats in the 2006 local elections. Where the BNP has council seats, incidents of racism and homophobia have risen.

If the BNP's vote trend continues upwards they will be on course to make a national breakthrough. However, the BNP can be stopped if we mount the biggest possible campaign against them.

The next step towards stopping the BNP will be preventing them gaining more council seats in 2006. Campaigning has raised awareness and denied the BNP breakthroughs in some of its key target areas. In Oldham, having received their highest vote in 2001, the BNP suffered their biggest setbacks in the 2005 general election.

Unite Against Fascism is organising this conference to discuss why the BNP's vote has grown, effective strategies in stopping the BNP, and to bring together the different sections of the anti-fascist movement – including the trade unions, Muslim, Jewish, Christian and other faith, black, Asian, lesbian and gay communities and disabled people's organisations.

REGISTER NOW

Name.....

Organisation.....

Address.....

Phone..... Postcode.....

Email.....

Registration fee
£10 organisation delegates; £5 individuals; £3 unwaged/students

Signed..... Date.....

Please return this form to:
Unite Against Fascism, PO Box 36871, London WC1X 9XT
Make cheques payable to Unite Against Fascism

UNITE AGAINST FASCISM NATIONAL CONFERENCE

Saturday 18 February 2006

9.30am-5pm
TUC Conference Centre,
Congress House, Great Russell Street, London WC1

Speakers include:

Ken Livingstone
Unite Against Fascism Chair
Billy Hayes

Communication Workers
Union General Secretary
Keith Sonnet UNISON Deputy
General Secretary
Kat Fletcher NUS President
Mohammed Azam
Labour Party NEC member
Lee Jasper National Assembly
Against Racism
Iqbal Sacranie
Muslim Council of Britain
Weyman Bennett
Unite Against Fascism

Hugh Lanning
PCS Deputy General Secretary
Linda Riordan MP
Henry Guterman MBE
Glyn Ford MEP
Leon Greenman

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