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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

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Equality & Diversity Mandatory Training for Branch Officials – North East

In line with Conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses. This course is being held in the North East Region.

Tuesday 24th April 2007 – Leeds

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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Union Skills I Courses – CWU HQ

The Communication Workers Union has organised two Union Skills I courses, to be held at CWU HQ, 150 The Broadway, Wimbledon, London. These courses are accredited with the National Open College Network. These are fully integrated courses.

The courses will be held from **5 – 9 March 2007 & 16 – 20 April 2007**

Please submit applications 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.

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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Women's Two Day Seminar – York

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

The course is being held on **2 – 3 May 2007**

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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Union Learning Reps Stage II Course – Reminder

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

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

The closing date for nominations is **1st February**

This course is aimed at Lead ULRs and Learning Centre Co-ordinators, who have already completed Union Learning Reps Stage I and have been a Union Learning Rep for over 18 months.

The course will cover:

- Negotiating skills for learning
- Working with learning providers
- Planning and running a Learning Centre or project
- Learning and organising
- Learndirect and Trade Unions

All courses at Alvescot are residential. The cost of tuition, food and accommodation will be met from the General Fund. Branches are required to meet the cost of travelling and

subsistence payments. 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.

Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge by the closing date shown. 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**

EQUAL OPPORTUNITIES

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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.

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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.

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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.

TELECOMS

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Network Management Systems Transformation (SMARTS)

Further to Branch Officials Bulletin No. 1/2007, paragraph 023 the following is an update to information previously given.

The technical delivery is being delayed between 2 and 4 months. There are a range of reasons from: insufficient server space, technical issues around accessing, dimensions and configuration issues with regards to the different platforms to be accessed.

It is intended that there will be moves of functions between sites; particularly between Walsall and the IPMC Adhara. Due to recent organisational changes in the VoIP area existing

plans to re-align work have been put on hold. A review of work moves will take place this month and a new plan will be communicated as soon as possible. Management's underlying rationale for the movement of functions is to make room for the MCC at Walsall and the skills capability match.

Training at IPMC Adhara for the Dial, VPN and Colossus platforms is underway, but other centres will only commence once a timetable is agreed for BBIP and VMP deployment.

Management have stated that feedback on training has been good and the Executive team have had the opportunity to see the system in a live environment. As previously stated this system is used elsewhere in the BT Group and also in BT Radianz. Based on the experience and observations of the Executive team it appears easy to use and understand and does not present any grading issues as a consequence.

Attached for the information of Branches is a copy of internal communications issued by Network and Vendor Management to those directly affected by the introduction of SMARTS.

Brian Healy
Assistant Secretary

POSTAL

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E-redelivery and Surcharge Arrangements

The attached information has been received from Royal Mail and is circulated for information purposes.

The branches concerned in the early launch of the new Surcharge system should flag up any issues through the Outdoor Department. Any enquiries to Bob Gibson's Department, reference 530

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** or visit the Box Office (12 noon to 8 pm).

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**

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**

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**

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** 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: **Aisha Latif**, Project Assistant, EU & International Relations Department – Tel: **020 7467 1239**; Fax: **020 7467 1343**; or **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**

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

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Wimbledon
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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.