

# BRANCH OFFICIALS BULLETIN

COMMUNICATION  
WORKERS UNION

Weekly information from the Communication Workers Union

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## GENERAL

### 53

#### 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:

#### 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

### 54

#### Induction Course

The Communication Workers Union has organised an Induction course, to be held at the Union's Education & Training Centre at Alvescot.

**The course will be held from 5 – 9 June 2006**

**The closing date for nominations is 20 April**

This course is aimed at newly elected Postal representatives.

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 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.

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, 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

### 55

#### 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 12 – 16 June 2006**

**The closing date for nominations is 27 April**

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. 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. 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

### 56

#### Reminder – 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 ASAP**

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

### 57

#### Health & Safety Stage II Course

A Health and Safety Stage II 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 19 – 23 June 2006**

**The closing date for nominations is 4 May**

Applicants for this course will have already attended the Union's Health & Safety Stage I course. All courses at Alvescot are residential. Special leave with pay will apply. 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

### 58

#### Equality & Diversity Mandatory Training For Branch Officials – North 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 North West Region:**

**Tuesday 21st March – Manchester**

**Tuesday 28th March – Stockport**

**Tuesday 4th April – Preston**

**Tuesday 11th April – Liverpool**

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

### **59 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 on 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

### **60 Equal Rights In The CWU Part 1**

The Communication Workers Union has organised an 'Equal Rights in the CWU Part 1 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 26 – 30 June 2006**

**The closing date for nominations is 11 May**

This course is targeted at CWU Branch Equality Officers and other Branch and Field Representatives who deal with equality Issues on a regular basis. The course objective is to equip members with a thorough grounding in diversity & equality issues at both a theoretical and practical level.

As with all CWU courses, the focus is very much on the practical and on building the individuals' confidence, skills and knowledge. Students are supported throughout by trade union tutors and will be encouraged to work at a pace and level that suits them. Many of the course activities will be carried out through working in small groups assisted by our specialist tutors.

#### **Main Themes**

- Understanding how discrimination and prejudice impact on CWU members in the workplace

- Understanding the role of equality representative
- Becoming familiar with CWU procedures and policies around equality issues
- Dealing with members' problems in a systematic way
- Understanding and utilising agreements and procedures in the workplace
- Understanding legal and contractual maternity, paternity and parental rights
- The Disability Discrimination Act and the implications for CWU members
- Developing communication and presentation skills

Special Leave with pay applies for members employed by BT.

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**

#### **61 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**

#### **62 BT Wholesale – ZBB Communications For NP&O**

Discussions have taken place with the ZBB project team to receive and discuss the results and recommendation of the VZA Consultants. The external consultants were due to report in December 2005 and for decisions to be taken early in January. This has not happened. It was reported that due to the complexity and volume of recommendations in the previous NDI organisation, this would require more detailed consideration. Management have issued a general briefing and is attached, which reveals little except that the announcements are delayed until February.

Brian Healy  
Assistant Secretary

#### **63 One IT – Performance Management And 90-Day Review Marking**

During the course of the use of the Performance Management process, issues have arisen over the indicative marking that may indicate what continued performance at that level may lead to in the annual appraisal year. As a result of representations made, One IT management have agreed to inject a second stage verification process if an individual member wishes to challenge that indicative marking.

In such circumstances if a member disagrees with their 90 day rating, they can escalate to their Assignment or Line Manager for resolution within the Programme/Function. Should the outcome of this not satisfy the individual, there is the option for the individual to choose to escalate to the CM/2nd Line Manager whose decision is final.

If there then exists at the end of the year a continued disagreement on the results of the annual appraisal ranking, the member should then proceed to invoke the Corporate grievance procedure.

The revised guidance to managers is attached.

Brian Healy  
Assistant Secretary

**64****Telewest – Educational Support**

Nationally the Union has recently obtained Telewest's corporate policy, a copy of which is attached for the information of Branches.

Brian Healy  
Assistant Secretary

**65****Newstart In BT Wholesale**

The Union's BTW Executive team has been notified of the intent to run a very limited and selective Newstart scheme in the following areas:

- Wholesale Markets
- Engineering Design & Capacity Management

Nationally we have raised some surprise and concern given the nature of the functions performed which are or were deemed to be business critical with regard to BT Wholesale making the transformation on 21CN and generating new product and services streams.

Attached for the information of Branches is the correspondence received from BT and the Union's initial response.

Brian Healy  
Assistant Secretary

**66****21CN Integrated Service Delivery**

Whilst BT and in particular BT Wholesale have ploughed on with the design, tendering and re-engineering aspects of the 21CN network, little or no activity was being taken and co-ordinated with regard to what this would mean in terms of the customer experience, and new products and services. A senior manager has now been appointed to manage this activity and an announcement advising of the intent to accelerate activity in this area is attached for the information of Branches.

Brian Healy  
Assistant Secretary

**67****One IT – 21CNS Programme**

Branches may wish to be aware of a briefing on the 21st Century Network Systems Programme. It outlines the fact that a section of the programme became a separate programme, reporting to the CIO for Wholesale, effective 1 January 2006. The briefing covers the points below.

The move is a simple "lift and shift" of the whole of the team (278 people in total) working for Alan Bateman and all its deliverables to have a reporting line to Clive Selley (CIO Wholesale) instead of to Phil Dance (CEO 21st Century Network Systems). There is no change

to any other reporting relationships and no changes to roles as a direct result of the creation of this programme.

The members in this group, although the reporting arrangement change at national level, still remain within OneIT.  
Brian Healy  
Assistant Secretary

**68****Telewest – Let Us Know Policy (Whistle Blowing)**

Branches with members in Telewest may wish to be aware of the company policy on Whistle Blowing offences within the company, or perpetrated by the company and where no action has been taken to correct or prevent such offences.

Brian Healy  
Assistant Secretary

**69****Telewest – Retirement Policy**

Attached for the information of Branches is a copy of Telewest Retirement Policy. In light of the impending law on Age discrimination and following up previous representations by the Union nationally, the company has stated that it will be reviewing and revising their policy. Branches will be further advised in due course.

Brian Healy  
Assistant Secretary

**70****Telewest – Access Control**

Branches may wish to draw the attachment to the attention of members in Telewest and that compliance with the policy will minimise the potential for discipline cases.

Brian Healy  
Assistant Secretary

**71****One IT – Data Centre Rationalisation And Uplift Programme**

One IT Management have shared with the Unions their initial outline stance with regard to the Data Centre Strategy. The rationale behind the need for a transformation are contained in the attached slides. Principally the usual theme of the need to control costs whilst traditional revenues are falling and to transform into providing enhanced customer services in the new and growing ICT markets are the stated .

It is suggested that there will be a rationalisation of sites, with those deemed suitable for the future as requiring upgrading over a 2-year migration/uplift programme. Overall and subject to BT Board approval, the national migration programme will take 5 years to complete.

There is a marked and increasing demand from customers for services around the M25, in particular for managed services. This is driven by the technical distance limitations of the ability and need to run synchronised signalling at high speed beyond 40km. Management also envisage changing roles and have agreed to the Unions' requirements to discuss and agree the banding for the new roles and will be producing the job descriptions in due course.

Further discussions will take place, subject to the decisions of the BT Board.

Brian Healy  
Assistant Secretary

**72****Telewest – 'Recruit A Friend' Policy**

The attached policy has come to the attention of the Union nationally. Such policies whilst not illegal are not considered as good practice. In fact ACAS in its recruitment advisory recruitment booklet for employers stated:

"Whilst this (introduction via existing employees or through an employers network) may be economical, it is likely to lead to a much smaller pool of suitable applicants and does not normally satisfy equal opportunities requirements because any imbalance in the workforce may be perpetuated. The Commission for Racial Equality and the Equal Opportunities Commission both warn against such practices, where the workforce is predominantly one sex or racial group".

The Union will be seeking assurances for access to evidence that the scheme does not maintain a bias within the company.

As to the general level of "finder's fee", the level granted and the conditions set are in keeping with what is being offered by a range of employers in the public and private sector.

Brian Healy  
Assistant Secretary

**73****Telewest And NTL Global Media Conference**

Members in Telewest may not have seen the detailed presentation given to financial institutions on the commercial and financial reason for a merger of both companies and for the purchase of Virgin mobile. The attachment contains comprehensive detail on management's position on this activity with the financial markets and additionally it makes some interesting

claims with regard to best practice, in particular increasing the level of service jobs per day in Telewest Service operations. This and other associated issues are being taken up with the company.

Brian Healy  
Assistant Secretary

## **POSTAL**

### **74**

#### **Protecting Vehicles Against Theft**

The department were approached by Parcelforce Worldwide who wished to carry out a trial in a number of Depots in relation to the use of lanyards, a flexible cord which is attached to the key of the driver's vehicle and in turn can be clipped to the drivers belt loop. The purpose of the trial was to reduce the possibility of drivers leaving their keys within the vehicles and thus reduce the risk of vehicles being stolen and also our members being dismissed as a result of these occurrences. The trial has now been completed, and from all the information obtained

from our representatives within the trial there have not been any problems reported in relation to the use of these lanyards. The business has therefore requested that the use of lanyards be rolled out to all Depots and, because of their success in avoiding any thefts of vehicles, agreement has been given to the roll-out.

For the information of Branches attached to this document (PE 01) is a copy of the agreement between the CWU and Parcelforce Worldwide which will cover the roll-out of the key lanyards.

Any enquiries regarding this matter should be addressed to Terry Pullinger, Assistant Secretary, quoting reference 109 or emailed to [dwyatt@cwu.org](mailto:dwyatt@cwu.org).

Att: PE 01

### **75**

#### **RDC SOP's Trial**

In July 2005 a Terms of Reference was agreed to trial 26 RDC SOP's being proposed by management. That agreement contained a process which would ensure the full involvement of

CWU representatives and provided the opportunity for any concerns or problems with the proposed SOP's to be brought to the attention of CWU Headquarters at the earliest opportunity. Originally it was agreed that the trial would be reviewed in August 2005 with an objective of launching the SOP's as agreed. However, because of various events, management have not pressed to stick to those timescales thereby giving us a far greater trial period to assess the impact of the SOP's. During that period the department has received absolutely no negative feedback from the trial and any changes, as a consequence of local feedback, are extremely minimal. Following a further consultation period with the RDC's involved in the trial, agreement has now been given to the launch of the RDC SOP's.

Any enquiries regarding this matter should be addressed to Terry Pullinger, Assistant Secretary, quoting reference 214 or emailed to [dwyatt@cwu.org](mailto:dwyatt@cwu.org).

## EVENTS BULLETIN

### **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](http://www.sfs.org.uk)

**Friday 3 February 2006: Women and Work.** TUC Assistant General Secretary Kay Carberry speaks at a Centre For Public Policy Seminars on the Women and Work ahead of proposals to be published by the Government's Commission on the subject. Other speakers include the Chair of the Women and Work Commission, Baroness Margaret Prosser and TUC's Sarah Veale. Contact Bronagh Campbell: 01422 845 004.

**Saturday 4 February 2006: CWU Black Workers' Conference.** This event is taking place at the Union's headquarters. Registration begins at 10 a.m. and a good attendance is expected. Guest speakers include Dr Gargi Bhattacharyya of AUT and TUC Race Committee, Patrick Williams of NAFTHE and LGBT Committee. Contact: Carmen McCudden on 020 8971 7200.

**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](mailto:pbrown@tuc.org.uk) or fax: 020 7436 2830 or visit [www.tuc.org.uk/international/tuc-10922-f0.cfm](http://www.tuc.org.uk/international/tuc-10922-f0.cfm)

**Tuesday 7 February 2006: Maths4life Conference.** This TUC Learning Services event will focus on all aspects of effective practice in teach and learning maths and numeracy. Contact:

Tel 020 7612 6521 Fax 020 7637 1823; SERTUC Learning Services, Congress House, Great Russell Street, London WC1B 3LS.

### **Tuesday 7 February 2006: Protest on why the troops should leave Iraq.**

This event is to be held at 7.30 pm by the Stop the War Coalition at King's Heath Community Centre, Heathfield Road, Birmingham. Speakers include: Susan Smith, mother of Pte Phillip Hewett killed in Iraq on 16.7.2005; Slma Yaqoob, Chair of the Birmingham Branch of the Coalition; and Lynne Hubbard, Health Workers Against the War. Contact: 0211 603 1097 or 07944 104463, or [office@stopwar.org.uk](mailto:office@stopwar.org.uk)

### **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](mailto:info@defendcouncilhousing.org.uk) or visit [www.defendcouncilhousing.org.uk](http://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](mailto:steve.kelly@gmb.org.uk)

### **Thursday 23 February 2006: Where is the 'learning and skills' in the welfare to work green paper?**

12.00 - 2.00pm (including lunch). Venue: Campaign for Learning, 19 Buckingham Street, London, WC2N 6EF. Chair: Linda Siegle, Chief Executive, Campaign for Learning. This lunchtime policy briefing will consider the recently published green paper, A new deal for welfare: Empowering people to work, which is open to consultation until 21 April 2006. Designed to fit into a busy schedule, this briefing will look at what the paper says and offer analysis from a learning and skills perspective. Mark Corney, Policy Advisor for the Campaign for Learning will brief delegates on the green paper and offer analysis, followed by inputs from invited discussants including Paul Warner, Operations Manager, Association of Learning Providers. Delegates will then have the opportunity to discuss

the issues and points raised. The briefing will particularly explore the green paper's proposals in light of the understanding of the links between health, learning and work. A key aim of the briefing is to help delegates develop their own responses to the green paper's recommendations. The cost of this briefing is £75.00 plus VAT and includes a working lunch. To book a place at this briefing please click here [www.campaignforlearning.org.uk/cfl/assets/documents/Attachments/Events/Booking%20Form\(1\).doc](http://www.campaignforlearning.org.uk/cfl/assets/documents/Attachments/Events/Booking%20Form(1).doc) to download a booking form or alternatively visit [www.campaignforlearning.org.uk](http://www.campaignforlearning.org.uk) and follow links for events. If you have any questions please contact Rebecca Goodbourn on 020 7766 0018 or email: [rgoodbourn@cfllearning.org.uk](mailto:rgoodbourn@cfllearning.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](mailto:wsullivan@tuc.org.uk) or Sukhwant Dhaliwal Workomg Lives Research Institute [S.Dhaliwal@londonmet.ac.uk](mailto: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](http://www.cuba-solidarity.org.uk/conference) or by contacting Campaigns Manager, Natasha Hickman on 020 7263 6452, email [campaigns@cuba](mailto:campaigns@cuba)

### **Tuesday 28 February 2006: Learning for the Future Conference in the South West.**

Liz Smith, Chief Executive of the New Union Academy, will speak at this event in Bridgwater. Union Learning Representatives, union officials, employers, funding bodies, providers and learning organizations, will all find this conference of interest.

Contact: Andy Moss or Laura Forman on SW TUC, Tel: 0117 947 0521, or at: Union Learning Services South West, Church House, Church Road, Filton, Bristol, BS34 7BD.

**Tuesday 28 Feb 2006 CBI/TUC/The Carbon Trust joint conference**

– “A sustainable energy policy for the UK”. Congress House, Great Russell Street, London, WC1. This one-day conference co-chaired by the CBI, TUC and The Carbon Trust is designed for policy makers, and decision makers from both sides of industry, in Government, NGOs and media. The conference will allow both sides of industry to set out their views on how Government should address the profound challenges that affect all of us. Keynote Speakers will include: Alan Johnson MP, Secretary of State, DTI; Brendan Barber, TUC General Secretary; Michael Roberts, Director, Business Environment, CBI; Professor Sir David King, Chief Scientific Adviser. Conference will include three themed debates on Climate Change and Energy; Prices, Markets and Investment; and Security of Supply. Contact for more information: Emma Richards on email erichards@tuc.org.uk or ring 020 7467 1258.

**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

**Thursday 2nd March 2006: National Family Learning Network – Families for Our Times. Venue.**

The Queen Elizabeth II Conference Centre, Westminster, London. A National Family Learning Network Conference with help from the BBC 'Child of Our Time' team, Families for Our Times will build on the highly successful conference of the previous year. The

purpose of the conference is to link policy to practice and explore the role of families in achieving better outcomes for children and creating a learning society. If you would like any further information please contact Kerry Flynn on 0121 773 3133 or email kflynn@cfllearning.org.uk

**Tuesday 7th March 2006: CWU International Women's Day Event.**

Presented by Women in The Eastern, London and South East Regions at 11am. Location: 4th floor Community Building, 324 Gray's Inn Road WC1, nearest station Kings Cross. Speakers invited from: Poppy Project – victims of trafficking, ActionAid, Women's Action for Iraq, Western Sahara Campaign. All welcome. Refreshments provided. For further details contact: Pat Clouder 07711 948964 or Linda Kietz 07711 314236

**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

**Thursday 9 March 2006:**

**Rehabilitation & Return to Work.**

The Health & Safety Executive's Manufacturing Sector will be hosting a 'best practice' conference on Rehabilitation and Return to Work at the North Staffordshire Institute in Stoke-on-Trent. Contact: Tracey. oliva@hse.gsi.gov.uk.

**Wednesday 15 March 2006:**

**Worked to the Bone – Regulating the UK's long-hours culture.**

The Institute of Employment Rights is organising a seminar for trade unionists, employment lawyers, personnel specialists, academics and students and those concerned with the development of public policy. This seminar will cover: the original purpose of the European Working Time Directive and the rights its provides; the impact that UK Working Time Regulations have had on Britain's long-hours culture; and how the UK's opt-out is developing in Europe and what improvements can be made to the current Regulations. The venue

is the NATFHE Centre, Britannia Street, London WC1. The costs is IER subscribers and members: £45.00; Trade unions: £60.00 and Commercial: £120.00. Contact: The Institute of Employment Rights, 177 Abbeyville Road, London SW4 9RL. Contact: 020 7498 6919; fax: 020 7498 9080; email: office@ier.org.uk

**Thursday 16 March 2006: Your Region, Your Voice.**

The Northern TUC Young Members' Network is organizing this event to increase awareness about employment rights and the effective role that trade unions play in workplaces and in local communities. Three workshops will bring young people together to discuss the issues of interest and concern to them as citizens in work, education and in local communities. The venue will be Commercial Union House, 39 Pilgrim Street, Newcastle-upon-Tyne, NE1 6RQ. Contact: Beth Farhat on 0191 227 5560 or bfarhat@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

*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..... Postcode.....

Phone.....

Email.....

Registration fee  
£110 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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