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GENERAL

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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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Postal Agreements & Procedures Course

The Communication Workers Union has organised two Postal Agreements & Procedures courses, to be held in London at CWU head office.

The courses will be held from **12 – 16 March** & **30 April – 4 May 2007**

This course is aimed at postal representatives who have completed Union Skills I or the Postal Induction courses.

It aims to give more in-depth training on the main agreements that you will use in your day to day work as a CWU representative, including:

- Conduct & Attendance
- Grievance Procedures
- Managing the Surplus Framework
- Manpower Resourcing

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.

Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge as soon as possible. If you nominate more than one member, indicate the order of preference if necessary and please apply for only one course at a time.

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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Crèche Facilities: CWU Annual Conference – 3rd to 8th June 2007

We shall be making arrangements for the provision of crèche facilities at this year's Annual Conference in Bournemouth.

If any member of your delegation would like to use these facilities they should contact Angela Niven at CWU head office for a crèche

registration form as soon as possible and not later than Monday 12th March.

We require this information as early as possible to ensure that arrangements can be made to provide the correct number of staff to look after the children.

Chris Tapper
Conference Manager

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 a marked increase in branches attending these conferences too.

Equal Opportunities Department.

TELECOMS

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BT Wholesale: Infrastructure and Energy Solutions and Flexible Work Force

The union has been advised of organisational changes within the Infrastructure and Energy Solutions (I&ES) team during the fourth quarter of the 2006/07 financial year. In the past year the work demands placed upon the I&ES teams have become increasingly volatile and have also tended to concentrate intermittently within certain geographies across the UK.

The work in question is the planning and delivery of infrastructure solutions (space and power) for primarily the Local Loop Unbundling (LLU) and 21CN programmes. The LLU programme has presented a major challenge to the team for some time, in addition the 21CN programme is now taking off significantly across the country as would be expected in order to meet the company's stretching network objectives.

During the 2006/07 financial year the LLU programme volumes have been highest in some larger regions such as the North East and North West of the UK but have also concentrated intermittently in locations such as those exchanges situated within the M3 and M4 corridors. This has caused significant difficulties in dealing with fluctuating high volume demands locally and the 21CN programme, now that it is focussed upon the key Broadband areas, will be much the same for the 2007/08 financial year.

Management say that it is becoming

increasingly difficult to match people to a workload that is driven by commercial and network demands that are to some degree unpredictable. At any given time some teams are experiencing significantly higher work volumes than in other parts of the unit, therefore for the coming year BT Wholesale want to act to mitigate these issues and the pressure that this creates.

Management are therefore proposing a Flexible Work Force (FWF) team that will be set up from within the existing complement of people and will be separately managed from the existing field delivery teams. The FWF team will continue to be part of the larger field delivery unit however and will receive their work from the Programme Office who will be monitoring the incoming work volumes and the relative capability of the existing field teams to meet their current demand.

This will not result in the displacement of any of the existing team members and volunteers will be sought for the FWF jobs. The work undertaken by the FWF will be the same as that of the existing regional delivery teams. The primary selection criteria will be mobility and willingness to work flexibly, along with the appropriate match of skills to either Power or Property Infrastructure work in the FWF programme. Management state they will endeavour to minimise travelling requirements wherever possible, but arrangements for travel time and accommodation, where appropriate, will be dealt with in the same way as other forms of detached duty within BT.

A briefing will be sent to all team members in the I&ES Power and Infrastructure teams. The briefing will explain the ability of the FWF to provide additional resource for teams with more work than can be handled and invite interest from team members who are willing to work in other areas. The plan is to assess the applications received and agree and implement the changes during February 2007.

BT Wholesale state they will not be able to take too many people out of the existing field teams to ensure that it meets overall customer demand. Current estimate is that there is a need for a minimum of ten people to form the FWF and therefore management may not be able to accept all volunteers in every location. However as the 21CN build programme moves across the UK there will be a continuing need for this flexible approach and the ongoing demands of the programme will be regularly reviewed, therefore it may be possible to meet everyone's interest over time.

Brian Healy
Assistant Secretary

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BT Wholesale: Career Changes (ZBB Redeployees)

The BT Wholesale Executive team reported earlier on in January that it anticipated a further marked drop in the total numbers of redeployee numbers. This has indeed been

confirmed and further detailed breakdown is in the attachment to this briefing.

Brian Healy
Assistant Secretary

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Network Management Transformation System (SMARTS)

In Branch Officials Bulletin No. 3/07, paragraph 51 a report was given on management's underlying rationale for the movement of functions which is to make room for the MCC at Walsall and the skills capability match. In addition a report on training for the Dial, VPN and Colossus platforms was also given.

The two attached internal management briefings give details on the reasons why the system is being put on hold and on the arrangements for further roll-out of 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 or visit the Box Office (12 noon to 8 pm).

Monday 12 February 2007: CND Public Meeting – No Trident Replacement. In the build up to the demonstration on Saturday 24 February, CND has called a major public meeting in Methodist Central Hall, Westminster on Monday 12th February at 7pm that will show the breadth of opposition to such a decision. A leaflet is available on our website at www.cnduk.org/12feb07.pdf or you can contact the CND office for copies. Speakers: Ken Livingstone, Mayor of London; John Vidal, Environment Editor, The Guardian; Rt Revd Stephen Cottrell, Bishop of Reading; Anas Altikriti, British Muslim Initiative; Louise Richards, War on Want; Edward Pearce, writer and journalist; Lindsey German, Stop the War Coalition; Chair: Kate Hudson, CND. All welcome. Organised by Campaign for Nuclear Disarmament. www.cnduk.org

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**.

Saturday 24 February 2007: No Trident – Troops Out of Iraq. Assemble 12 noon Central London – Rally in Trafalgar Square, London. Organised by the Campaign for Nuclear Disarmament and the Stop the War Coalition. Tony Blair took us to war on Iraq to find weapons of mass destruction. There were none. 655,000 Iraqis have died in that illegal war and occupation. For more information contact **Campaign for Nuclear Disarmament** on **020 7700 2393** or **Stop the War Coalition** on **020 7278 6694**.

Monday 26 February 2007: Maths4Life National Conference. This London conference marks the culmination of the Maths4Life project and the national launch of the Thinking Through Mathematics resource pack. Participants will be given a copy of the ring-binder containing all the materials, and a DVD showing the approaches in action. For more information contact NRDC 55-59 Gordon Square, Bloomsbury, London, WC1H 0NU or visit www.nrdc.org.uk/

Tuesday 27 February 2007: CIPD/TUC: Developing a New Mindset on Age and Retirement. To be held at Congress Centre, 28 Great Russell Street, London, WC1B 3LS. Following the introduction of age legislation in October last year, interest in good practice in tackling age discrimination is increasing. New guidance, funded by the DTI, has been developed jointly by the CIPD and the TUC. Managing age: A guide to good employment practice has been designed to help employers make progress and will be launched by the Secretary of State for Trade and Industry, Alistair Darling. For booking form and programme please contact the CIPD website www.cipd.co.uk/cipdtucevent

Wednesday 28 February 2007: CWU Youth Conference. Will be held at CWU Headquarters. For more information contact **Carmel McCudden** at cmccudden@cwu.org

Wednesday 7th March 2007: Retired Members' Advisory Committee. Meets at CWU HQ, Room 1 at 13.00hrs.

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 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

Thursday 8th March 2007: Retired Members Conference. Will be held at CWU HQ in Rooms 1,2 & 3 commencing at 11am.

Tuesday 13 – Friday 16 March 2007: TUC Women's Conference. Scarborough

Tuesday 27 February 2007: National Executive Council. Meets at CWU HQ, Wimbledon. 10.00 – 17.30 Rooms 2 & 3.

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

Saturday 10th March 2007: Rally for Dignity. The event will take place in Trafalgar Square from 1pm - 4pm. Two days after

International Women's Day, the day will be a celebration of the role of women in the global struggle for justice – with particular focus on the struggle for freedom in Zimbabwe and the role of women in this struggle, and a chance to build support the Dignity! Period. Campaign www.actsa.org/Pages/Page.php?pid=1022&title=WomenDignity!Period Speakers invited so far include: Lovemore Matombo, President, Zimbabwe Congress of Trade Unions; Lucia Matibenga, Vice President, Zimbabwe Congress of Trade Unions; Baroness Amos, Leader House of Lords; Ken Livingstone, Mayor of London; Frances O'Grady, Deputy General Secretary, TUC and many more. For more information contact **Action for Southern Africa** on **020 3263 2001**.

Saturday 10th March: Unions 21 Annual Conference. Changing Unions in a Changing World. 9.30-13.30 at Congress House, London. David Miliband MP, Secretary of State for the Environment, will be the keynote speaker at Unions 21's annual conference. Other speakers include: Frances O'Grady (TUC Deputy General Secretary); Chris Keates (NASUWT General Secretary); Tony Dubbins (Amicus Deputy General Secretary) and Debbie Coulter (GMB Deputy General Secretary. Tickets cost £15 for individuals or £30 if your organisation is paying. For more information contact **Gavin Hayes** on **020 7463 0633** or visit compassonline.org.uk

Monday 26 March 2007: TUC International Development Conference. 10:00 to 16:00. To be held at Congress House, Great Russell Street, London, WC1B 3LS. Although trade unions have a long history of international solidarity and have always been crucial agents of development all over the world, in recent years, international development has risen further up the union agenda. 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

Saturday 28 April 2007: Workers' Memorial Day. International commemoration of all workers who died at work, or through work-related illness. For more information visit www.icftu.org/ or www.hazards.org/

Saturday 30 June 2007: PCS/Words Short Story Competition 2007(closing date). For the 3rd year PCS/WORDS Magazine is running a short story competition open to members of all UK trade unions. Prizes are: 1st £300, 2nd £200 and 3rd £100. All winning stories and commended entries will be published in WORDS Magazine and in an online anthology. Entry forms/guidelines are available on the WORDS website www.wordsmag.com (on the trade union pages) and you can download a poster from the PCS website – www.pcs.org.uk/learning

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

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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.