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GENERAL

84

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

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Procedures for Considering Requests for Bucket Collections and Document Distribution at Annual Conference 2007

Bucket Collections

1. All requests for bucket collections to be taken during Annual Conference shall normally be submitted in writing to the General Secretary. Such written requests should include background material/ information/full details on the organisation for which the collection is to be made. The officer to the General Conference SOC will be advised accordingly and will then make arrangements for the Union's stewards

- to take such collections. The monies so collected will be counted by the Senior Deputy General Secretary's Department and a cheque made out to the appropriate body.
2. The number of bucket collections to be taken during Annual Conference will only exceptionally exceed two.

Distribution of Documents at General Conference

1. All requests for the distribution of documents on delegates' seats shall, in the first instance, be referred in writing to the General Conference SOC, together with a copy of the document(s) concerned, for consideration.
2. Any documents that have been agreed for distribution on delegates' seats at General Conference shall be delivered to the General Conference Administration office by no later than 5pm on the day prior to distribution.
3. Branches are reminded of the facility of the Conference Guide to publicise meetings and other events.

Any queries on this paragraph should be referred to Carmel McCudden, at CWU Headquarters.

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Postal Agreements & Procedures Course – Urgent Reminder

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

The courses will be held from **12 – 16 March**

& 30 April – 4 May 2007 at CWU Head Office.

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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Union Skills I Courses – Urgent Reminder

The Communication Workers Union has organised two Union Skills I courses, to be

held at CWU Head Office, 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** at **CWU Head Office**.

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, Alvscot Lodge, Alvscot, 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 three-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.

HEALTH AND SAFETY

91

HSE's Deputy Chief Executive, Justin

McCracken, Responds to Articles about HSE's Accident and Incident Rate Being Higher than Other Industries

Several Safety Representatives have pointed raised questions regarding a recent spate of newspaper reports about HSE's accident and incident rate being higher than other industries. I reproduce below for your information the response to those articles by HSE's Deputy Chief Executive, Justin McCracken.

"12th February 2007

- Daily Star
- The Sunday Mirror
- The Times

Daily Star

The Editor

Daily Star

The Northern and Shell Building

10 Lower Thames Street

London EC3R 6EN

Sir,

Your article "It's not safe to work here" is wrong to state that the rate of incidents to HSE employees is higher than the rate in heavy industry. It is also wrong to say that an HSE worker was caught shaving while driving.

The rates of accidents and incidents in HSE are low compared with other organisations, as one might expect. The journalist who made the enquiry to HSE about accident figures was told this. Indeed, most other comparable organisations have a reportable accident rate several times higher than ours.

The person caught shaving while driving does not work for HSE.

I realise that it is entertaining to poke fun at authority, but this should not be done by playing fast and loose with the facts.

Yours faithfully

Justin McCracken

Deputy Chief Executive

Health and Safety Executive

The Sunday Mirror

The Editor

The Sunday Mirror

1 Canada Square

Canary Wharf

London E14 5AP

Sir,

Your article "Safety is riskiest business" is wrong to state that staff at HSE are injured more often than most other workers.

The rates of accidents and injuries in HSE are low compared with other organisations, as one might expect. Indeed, most other comparable organisations have a reportable accident rate several times higher than ours.

The journalist who made the enquiry to us was told this.

It is entertaining to poke fun at authority but this should not be done by playing fast and loose with the facts.

Yours faithfully

Justin McCracken

Deputy Chief Executive
Health and Safety Executive

The Times
The Editor
The Times
1 Pennington Street
London E98 1TT
12 February 2007

Sir,
The rates of accidents and injuries in HSE are low compared with other organisations, as they should be. HSE gave this information, and explained it, to the journalist who contacted us about accident rates.

The article "It's a dangerous life working at the headquarters of health & safety" is misleading and inaccurate. It does not compare like with like. Instead it takes all HSE injuries (even the most minor ones) and then compares them with only the most serious injuries in industry. There are far more minor accidents (that, by law, do not need to be reported) occurring within industry than serious ones, so it is not surprising that the conclusions drawn in your article are misleading.

For example, if you compare like with like, HSE had a rate of around 2.4 reportable accidents for every 1,000 employees which is several times lower than that in equivalent service sector organisations.

Your readers should also be made aware that the health & safety "inspector", caught shaving whilst at the wheel of his car and banned from driving, is not an HSE employee.

It is entertaining to poke fun at authority, but it should not be done by playing fast and loose with the facts.

Yours faithfully
Justin McCracken
Deputy Chief Executive
Health and Safety Executive"

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment.

92 Institute of Occupational Safety & Health (IOSH) 07 Conference and Exhibition 27th - 28th March 2007, Telford, Shropshire ("Health and Safety: The changing World of Work.")

The IOSH Conference and exhibition takes place on **27th - 28th March 2007** at Telford, Shropshire. IOSH say that the conference programme offers up-to-the-minute information, best practice case studies and solutions to the many challenges facing health and safety professionals in the UK and across the globe. Trade Union delegates are welcome.

This year's theme is 'Health and safety: the changing world of work'. The focus will be on the issues thrown up by new working practices, social trends and emerging hazards

and how the health and safety profession can best respond to them. Workplace stress, 24/7 safety, competency, culture change and communication are today's buzzwords in the boardroom and in the media. IOSH 07 will enable you to take these concepts and turn them into concrete reality on the ground. Fewer accidents, less sickness absence, smaller insurance premiums, better employee relations and a safer, healthier workforce - deliver these, and health and safety becomes a vital ingredient of the organisation and not needless red tape. The conference offers the opportunity to hear from experts.

There are nine plenary sessions, six conference tracks and over 40 presentations to choose from. Those attending can be sure of finding a mix of first-hand experience, critical updates and practical advice for your own organisation. The layout of the conference centre and the timing of the presentations will allow delegates to move freely between sessions to tailor an agenda to individual requirements.

This year's conference will feature:

- Plenary address by Geoffrey Podger, HSE Chief Executive
- Over 50 speakers, including major case studies from around the world
- Nine plenary sessions with key figures from government, industry, the HSE and the public sector
- An evening networking reception held at The International Centre, Telford – open to all conference attendees.

Confirmed speakers. Plenary addresses from:

- Geoffrey Podger, Chief Executive, HSE
- Professor Dame Carol Black, National Director for Health and Work, Department for Work and Pensions
- Dr Janet Asherson, Head of Health and Safety, CBI and Member of the European Commission Advisory Committee on Safety, Hygiene and Health Protection at Work

Case study presentations from:

- Lawrence Waterman, Head of Health and Safety, Olympic Delivery Authority, on the challenges of the 2012 London Olympics
- Ian Reed, Chief HS&E Officer at EDF Energy, on the development and implementation of meaningful targets
- Nigel Wilkinson, HS&E Manager at T-Mobile, on the company's disaster recovery plan
- Julian Lindfield, Director of Safety and Compliance at Network Rail, on the introduction of HAVS screening
- Mike Jackson, Group Health and Safety Manager at United Utilities, on stress and pressure management

- Keith Sillitoe, Health and Safety Adviser to the Home Office, on the introduction of the HSE Management Standards
- Dave Mason, EHS&Q Director of British Nuclear Group, on how Sellafield retained a continuing commitment to safety through a period of sustained and radical change.

For more information including a conference programme and booking from please visit the **IOSH 07 website**.

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment.

93 Royal Mail Austerity (Costs & Spending Reduction) Initiative – Breach of Health and Safety Legislation

Further to LTB No. 131/07 dated 15 February 2007 this matter has been raised with the HSE at national level and followed up with the below letter.

"Our Ref: C30/DJ/km
15 February 2007
Mark Dawson
Head of Utilities Group
HSE

Dear Mark,

Royal Mail Austerity (Costs & Spending Reduction) Initiative – Breach of Health and Safety Legislation:

Further to our recent telephone conversation I attach a copy of my letter to Ian Griffiths Managing Director Royal Mail Letters which is self explanatory.

Royal Mail will clearly be in breach of health and safety law if they continue to deploy the austerity measures without excluding health and safety related subject matter.

The situation is steadily deteriorating at present.

Your assistance along the lines previously discussed would be appreciated by way of a strong supporting letter from HSE pointing out to Ian Griffiths and Allan St John Holt that you have seen my letter and to remain within the law Royal Mail need to withdraw their instructions to Managers in respect of Health and Safety matters as listed and detailed in my letter.

Yours Sincerely

Dave Joyce
National Health, Safety & Environment Officer"

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment

94 Global Road Safety Week in Scotland

The first United Nations Global Road Safety Week (UNGRSW) is designed to broaden

awareness of the issue of road traffic injuries to a wider audience. The week takes place from **23 – 29 April 2007** and aims to improve the safety of the hundreds of millions of young people who travel the world's roads every day.

In Scotland a working group has been set up consisting of representation from RoSPA, Road Safety Scotland, Institute of Road Safety officers (IRSO), Association of Chief Police Officers Scotland (ACPOS) and Society of Chief Officers of Transportation in Scotland (SCOTS) which is committed to supporting UNGRSW and would now like to secure further support wherever possible of people and organisations to commit to raising awareness about the impact of road traffic injuries, particularly among young road users or taking action around the factors with the greatest impact on road traffic injuries: helmets, seatbelts, drink-driving, speeding and road design and infrastructure.

The following data and information, drawn from the "World report on road traffic injury prevention" and from other recent studies, highlights the challenge:

- Each year road traffic crashes kill nearly 1.2 million people, and injure or disable 20–50 million more people.
- Globally, more than 40% of all road traffic deaths occur among the 0–25 age group.
- Road traffic injuries are the second leading cause of death for young people aged 5–25 years.

More than 360 children are still being killed or seriously injured on Scottish roads every year. That is one child badly hurt every day. Around the world, thousands of children are being killed or injured on the road every day. As the first UN Global Road Safety Week is marked across Scotland, the working group has called for collective action to Make Roads Safe.

Because children and young people constitute a major group at risk of death, injury and disability on the roads, UNGRSW will be targeted at "young road users". During the Week, it is expected that hundreds of initiatives will take place around the world and RoSPA will be coordinating the activities that will take place across Scotland.

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment.

95 New Section of HSE Website Dedicated to Health and Safety in the Storage and Warehousing Industry

The Health & Safety Executive (HSE) has developed a new section of its website dedicated to Health and Safety in the storage and warehousing industry. This new section provides advice and useful links to relevant guidance documents designed to prevent workplace accidents.

The new section also provides up to date information regarding the work of the

Warehousing Health and Safety forum.

The direct link to the site is as follows: www.hse.gov.uk/warehousing/index.htm

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment

96 RoSPA Directors' Health and Safety Responsibilities Conference

A national conference organised by the Royal Society for the Prevention of Accidents will be told that directors have to take the lead in managing health and safety in their companies.

The Directors' Health and Safety Responsibilities Conference, sponsored by Royal Mail, will be held at the **Gallery Suites, NEC, Birmingham**, on **May 22**. It runs alongside Safety & Health Expo – Europe's leading annual health and safety exhibition.

The keynote speech will be made by new Health and Safety Minister Lord McKenzie of Luton, Parliamentary Under Secretary of State at the Department for Work and Pensions.

RoSPA state that they are organising the event to help directors deal with the increasing health and safety challenges facing Britain's businesses.

Experience gleaned from disasters and from work on risk management and good governance in high performing companies, shows board-level directors have a key role to play in ensuring their organisations have effective health and safety management systems and culture. In the wake of serious accidents, there has often been anger and resentment that companies cannot be found guilty of manslaughter and their directors cannot be called to account.

Amongst others including the CWU – RoSPA has called for much clearer guidance on the health and safety responsibilities of directors and the practical steps they should be taking to demonstrate clear leadership in health and safety management. RoSPA also wants to see companies reporting publicly on their health and safety performance.

The conference will be explaining what directors need to feel, think, know, understand and do to ensure high levels of safety performance at a time when a new corporate manslaughter law is imminent and the Health and Safety Executive is revising its guidelines for board members.

National experts will guide conference delegates through issues including the threat of prosecutions, the corporate manslaughter law, HSE guidelines and duties to report on health and safety performance.

For further information and your booking information or any questions contact the **RoSPA Events Team** on **0121 248 2120** or email events@rospa.com

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment

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RoSPA Road Safety Congress 2007: "Encouraging Education in Road Safety"

This event takes place on **26-28 February 2007** at the **Holiday Inn, Stratford Upon Avon**.

RoSPA state:

Road safety education throughout childhood and adulthood is indispensable if we are to improve behaviour on the road, and thereby reduce deaths and injuries. An enormous effort is devoted to providing road safety education, much (but not all) of which takes place in schools. But there are gaps in the provision of road safety education in schools, and even more outside of this arena, and there is relatively little provision for adults, except driver and motorcyclist training. Children and young people receive informal 'education' throughout their formative periods, often from the examples set by their parents, other adults and in the media.

Ideally, everyone would benefit from a spiral curriculum beginning with pedestrian safety education and practical training, followed by cyclist safety education and practical training, then motor vehicle safety covering motorcycle riding and car driving and continuing with opportunities for relevant refresher education and training throughout life.

Congress will explore good practice in the provision of road safety education (including training and publicity) for different age groups and in different settings, educating safety significant professionals and the gaps that need to be plugged.

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment

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York Containers Brake Bar Fault & Modifications (Progress Report)

Further to LTBs 783/06, 845/06, 876/06 and 50/07 dated 18 January 2007 Branches will be aware that Royal Mail identified a manufacturing fault with the new styled York Container brake bar handle.

The affected Yorks are easily identified as those with the yellow oval shaped plastic brake handle mounted into grey plastic end pieces and a simple brake bar cover fixing modification kit has been produced to prevent the brakes failing.

The union has been assured by Royal Mail that the chances of brake failure occurring are very slight with only one incident reported so far and it is safe to continue using the unmodified Yorks whilst the modifications are being completed.

100,000 brake bar cover fixing kits have been produced and are being distributed and fitted locally via a simple process in which a simple green split tube or 'brake bar cover' is 'snapped on' which prevents the components separating and in turn prevents brake failure.

Area Safety Reps are asked to carry out spot checks of York Containers and all staff are being advised through briefings to ensure

that before using an unmodified York, a visual check should be made of the York Container brake handle to make sure that all of the gray fittings are correctly seated. If not, or if in doubt, the York Container concerned should be brought to the attention of the manager and if appropriate the York must be removed from service until modified.

We are informed that as of 19 February, 70,000 York Containers have been modified from a total requiring modification of 84,000. The modification programme is continuing and Royal Mail have ordered a further 10,000 kits from the manufacturer.

Would Area Safety Reps please check to ensure that the modifications are being carried out in their offices and where necessary please make representations to accelerate the completion of the modifications.

The following offices have completed their allocated fittings: B, BS, CH, CR, CV, DA, DN, EX, G, GRE, HP, IP, JUB, LE, LON C, LON W, LON S, ME, MK, NE, NDC, OX, PE, RM, S, SO and WR. All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment Officer quoting ref C25.

TELECOMS

99

Network and Vendor Management: Realignment of the NCGA Teams

The attached internal Network and Vendor Management briefing provides detail on the structural changes about to take place. This is a revised management structure and does not have any impact upon CWU grades in the teams identified.

Brian Healy
Assistant Secretary

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BT Group: Adastral Development

Branches may wish to be made aware of developments designed to enhance and make the Adastral Centre a more enduring site, both with a commitment to a long term future from a BT perspective and from that towards the local community.

The intent which is at the planning stage is to retrench from parts of the existing site and to turn these areas over to activities which would create employment in the areas of university campus, hotel and conferencing and in addition an innovation park.

The site is a multi-line of business location, but from a One IT perspective discussion will shortly take place on the impact of the announcements as detailed in the attached slide presentation.

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).

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 17 February 2007: No Sweat.

A discussion and film about the struggle in Oaxaca, Mexico: Oppose the repression in Oaxaca! 2.00, SOAS, off Russell Sq, central London. Speaker: Andres Aullet, an activist-lawyer working with the Committee of Relatives of Political Prisoners of Oaxaca. Andres was an activist during the strike of UNAM (Universidad Autónoma de México) in 1999, from which he graduated as a lawyer. On Friday 16 February, at 12 noon, we'll be handing a protest petition in at the Mexican Embassy, George Street, London (Bond Street tube). The petition can be downloaded or signed on-line: www.nosweat.org.uk/node/270 More details: admin@nosweat.org.uk No Sweat's Oaxaca background briefing: www.nosweat.org.uk/node/122

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

Tuesday 27 February 2007: National Executive Council.

Meets at CWU HQ, Wimbledon. 10.00 – 17.30 Rooms 2 & 3.

Wednesday 28 February 2007: CWU

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

Thursday 1 March 2007: United Campaign to Repeal the Anti-Trade Union Laws.

7pm, House of Commons, Committee Room 12 (nearest tube Westminster). National Rally for Trade Union Freedom. Members of Parliament have been invited to the rally and the United Campaign is looking for the biggest possible turnout from the Labour Movement. Confirmed speakers include John Hendy QC (Chair), John McDonnell MP, Billy Hayes, CWU General Secretary, Bob Crow, RMT General Secretary and more. For more information and to join the campaign visit www.unitedcampaign.org.uk

Tuesday 6 March 2007: Changing Relations: Whatever happened to partnership?

To be held at Mechanics Institute, Manchester 18.00 – 19.30. Partnership was one of the great ideas of the nineties and this seminar will take a critical look at how partnership has evolved over the past decade: What effect has it had on trade unions? Has it changed the world of industrial relations? and how are the alternatives faring? Speakers: John Hannett (USDAW), Sandy Batho (Post Office) and Joan Stuart (Scottish Power). For more information contact **Unions21** on **020 7239 1224** or email events@unions21.org.uk

Wednesday 7 March 2007: Trade Unions and High Performance: Why are Trade Unions Vital and How can they Benefit?

To be held at Broadway House, London SW1. What will the role of trade unions be in the next decade? The acceleration and intensification of workplace innovation will continue to grow, but what role will trade unions, working with management have in the workplace of the future? Key speakers include: Sir Bill Connor, IPA president; Harry Donaldson, national secretary, GMB; Graham Steel, senior national officer, PCS;

Liz Smith, director, unionlearn, Mike Emmott, employment relations advisor, CIPD; and Denis Gregory, senior researcher, Ruskin College. For more information contact **Sarah Dawson** email sarah@ipa-involve.com or telephone **020 7354 8040**.

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.

Thursday 8 March 2007: Changing Attitudes: Unions and Equalities. 17.30 - 19.00, city centre venue tbc, Leicester. On the occasion of International Women's Day, this seminar will debate the current equalities agenda: Are we breaking down the barriers to equality? How can unions speak for all? Can equality be at the heart of the trade union agenda? These questions and more will be debated. Come along and tell your story. This event is free to attend – to register email events@unions21.org.uk or ring **Unions21** on **020 7239 1224**.

Saturday 10 March 2007: Changing Unions in a Changing World. 9.30 till 1.00 lunch. This will be the culmination of the week, will draw together all the themes from the seminars and feature: Keynote address

by David Miliband MP with responses from Chris Keates (NASUWT General Secretary) and Debbie Coulter (GMB Deputy General Secretary). Unions and the Changing Political World: Tony Dubbins (Amicus Deputy General Secretary and Chair of TULO) will present his thoughts concerning the trade union link with the Labour Party, party funding and the implications for the wider movement. Tickets are now available (lunch included): £30 if your organisation is paying and £15 for individuals. For more information contact **Matt Ball** on **020 7239 1224** or info@unions21.org.uk

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?plD=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 compassionline.org.uk

Wednesday 14 March 2007 – Friday 16 March inclusive: 2007 TUC Women's Conference. Will be held at Spa Complex, Scarborough. The conference will be addressed by the Deputy Minister for Women and Equalities, Meg Munn and the TUC General Secretary Brendan Barber. The TUC President will also address the conference along with several international guests including Agnes Jongerius, President FNV (the largest trade union federation in the Netherlands) and Lucia Matibenga, Vice President of the Zimbabwe Congress of Trade Unions. For more information contact **Rebecca Gill**, Policy Officer – Women's Equality **020 7467 1303** rgill@tuc.org.uk or **Amanda Ling**, Departmental Secretary, Equality and Employment Rights

Department **020 7467 1260** aling@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

Tuesday 20th March 2006: Justice for Colombia. Last year 80 trade unionists were assassinated in Colombia. Justice for Colombia is planning a commemoration event in front of the Colombian Embassy in London at 10am. The idea is that there will be 80 British trade unionists each holding a placard with the name/photo of one of the colleagues who was murdered during 2006. For more information contact **Liam** on **020 7794 3644** or liam@justiceforcolombia.org

Friday 23 March 2007: Age Discrimination – Are you Prepared? The Law and Good Practice. This free one-day workshop will be held at Broadway House, London SW1. Age discrimination legislation was implemented in the UK for the first time in October 2006. It will have a major effect on employers and employees in areas such as: Terms and conditions, Pay and service related benefits, Training, Dismissals and Retirement. For more information contact **Sarah Dawson** email sarah@ipa-involve.com or telephone **020 7354 8040**.

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

Tuesday 27 March 2007: Information and Consultation Workshop. The Involvement & Participation Association (IPA) is holding a workshop which is free to attend. In April 2007, the information and consultation of employees regulations will be extended to cover organisations employing 100 or more people. To help organisations newly covered by the regulations, and larger organisations that have not yet assessed the impact of the regulations, the IPA and employment law specialists from Pinsent Masons are holding a series of short briefings. For more information contact **Lorraine Modeste** on **020 7354 8040** or email

lorraine.modeste@ipa-involve.com.

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

Sunday 15 July 2007: RISE – Anti Racist – Anti Fascist Music Festival. Location Clapham Common. For more information contact: **Darren Lewis, 020 7467 1220**

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If you have anything for the events bulletin

page please send your contribution to:

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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.