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GENERAL

113

Liaison Meetings with CWU Group MPs

The following meetings with CWU Group MPs have now been arranged and, for your information, listed below are the dates of the meetings and those nominated to attend:

8 May 2007

Andy Kerr, Graham Colk, Steve Jones and a representative from the London Regional Political Committee.

17 July 2007

PFMC Members to be nominated following Annual Conference, and a representative from the South West Regional Political Committee.

Billy Hayes
General Secretary

114

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 **4 – 8 June 2007** and the closing date for nominations is **19th April 2007**.

The Linked Education Programme is designed to encourage members to become more active in the union. It is open to all members of the CWU, but is particularly aimed at new activists.

We particularly encourage branches to nominate women, ethnic minorities, people with disabilities and young members who are often under-represented on the CWU Education and Training Programme.

All members of the union who wish to have a working knowledge of the wider Trade Union and Labour Movement would benefit from attending the Linked Education Programme. The courses are called 'Linked Education' because the programme comprises three distinct but connected courses, each of one week duration. It begins with the Union Skills I, followed by the Union Skills II and concludes with Union Skills III. The three parts of the course are completely self contained, but there are real educational benefits in completing all three parts of the programme in a year or eighteen months. Union Skills courses attract special leave with pay.

All courses at Alvescot are residential. The cost of tuition, food and accommodation will be met from the General Fund. Branches requiring financial assistance from the General Fund to enable them to send students to the course must submit the request with the nomination, to enable the Trustees to consider

the request in time.

The Education Centre can offer child-minding facilities for a maximum of three under school age children at any one time. If any applicant from your branch would like child-minding facilities, can you please advise the age and sex of the child on the application form. Further information on the child-minding arrangements will then be sent to successful applicants.

Those nominees who are Committee Members, Branch Representatives or Branch Officers are entitled to leave with pay.

Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge by the closing date shown. If you nominate more than one member (a maximum of two please), indicate the order of preference if necessary and please apply for only one course at a time. If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date.

Application forms should be addressed to: **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email mtodd@cwu.org

115 Union Skills II Course

The Communication Workers Union has organised a Union Skills II 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 **11 – 15 June 2007** and the closing date for nominations is **26th April 2007**.

Only members who have attended a Union Skills I or an Induction course are eligible for nomination. Preference, will of course, be given to those students who have been refused a previous Union Skills II Course, so this must be shown on the application form.

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

116 Union Skills III Course

The Communication Workers Union has organised a Union Skills III 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 **18 – 22 June 2007** and the closing date for nominations is **3rd May 2007**.

Only members who have attended a Union

Skills I/Induction and a Union Skills II course are eligible for nomination.

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

117 Romec Union Skills I Course

The Communication Workers Union has organised a Romec 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 **9 – 13 July 2007** and the closing date for nominations is **24th May 2007**.

The Linked Education Programme is designed to encourage members to become more active in the union. It is open to all Romec members of the CWU.

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

118 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 **2 – 6 July 2007** and the closing date for nominations is **17th May 2007**.

Applicants for this course will have already attended the Union's Health & Safety Stage I course. 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

119 Health & Safety Stage III

A Health and Safety Stage III 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 **23 – 27 July 2007** and the closing date for nominations is **7th June 2007**.

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

This course will give a substantive overview of the following:

- COSHH
- RIDDOR
- Stress in the Workplace
- Risk Assessments

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

120 Union Learning Representative Course

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

The course will be held from **16 – 20 July 2007** and the closing date for applications is **31st May 2007**.

The course will give prospective Learning Reps all the knowledge and skills that are required to give advice and guidance to our members.

Branches who already have workplace based Learning Centres or who are in the process of setting up centres will be able to exchange information and ideas.

Application forms should be addressed to: **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email mtodd@cwu.org

121 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 **16 – 20 July 2007** and the closing date for nominations is **31st May 2007**.

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. Special Leave with pay applies

for members employed by BT.

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

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

122 Retired Members' Weekend

The 3rd Annual Retired Members' Summer School will be held at Alvescot Lodge, starting with dinner on **Friday 31st August** and finishing on **Sunday 2nd September 2007**.

The school will include in its subjects IT, pensions and a session on researching family, social and trade union history.

The closing date for applications, which can be obtained from your Branch Office, is **Thursday 12th July 2007**.

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

123 Obituary – Dave Atkinson

Dave Atkinson, former President of Newcastle upon Tyne TUC, died on Friday 23 February at the age of 91, after a long and heroic fight against many illnesses. He was, in the view of the Trades Council, one of Tyneside's outstanding trade unionists.

Dave started work in 1929 as a Post Office telegraph boy. He rapidly became an active trade unionist, and joined the communist movement at the age of 16. By the time he volunteered for active service, in 1939, he had been involved in the "Aid for Spain" campaign, and was a postman driver, a branch officer of the Union of Post Office Workers (UPW) and a delegate to Newcastle Trades Council. Dave's army career saw his rapid promotion from machine-gunner in the Northumberland

Fusiliers to Lieutenant in the Royal Army Service Corps, with chief responsibility for vehicle waterproofing and amphibious training for the D-Day landings.

After active service on Gold Beach, Normandy, then in France, Belgium, Holland and Germany, he volunteered for Burma and was promoted to Captain. Dave often remarked wryly that the Army needed to commission working class soldiers like him since the upper class officers didn't know anything and too many were getting themselves killed. Whatever the truth of this, his leadership qualities were genuine - and his experiences served to sharpen, rather than diminish, his class perspective and his dream of world peace.

Demobilised in 1946, young Captain Atkinson dropped his title and returned to the Newcastle Post Office, taking up again his responsibilities as a union branch official. He became North Eastern District Organiser for the UPW in 1948, a post he held till his retirement in 1975. He was then presented with the union's highest national award, the gold badge and honorary national membership, in recognition of 43 years' service as a branch and district representative.

In retirement he was for many years the union's Honorary Auditor. Within the wider Tyneside labour movement, however, Dave was better known as the spiritual and political "Father" of Newcastle Trades Council, a soubriquet earned (or at least applied by the late Ron Taylor) as a result of years of dedicated service, and of always being willing to advise, but also prepared to listen. In all he served 35 years on the Council's Executive Committee, including many years as President, helping to make Newcastle TUC the leading trades council in the Northern Region at the time.

His efforts were crowned by the successful 4-month struggle in 1986 to raise over £45,000 to buy the premises for the Trades Council and its Centre Against Unemployment at 4 Cloth Market which are still in use today. In December 1983 Newcastle TUC "adopted" apartheid political prisoner Harry Gwala as a positive gesture of solidarity with fellow trades unionists in South Africa. Dave was delegated to contact Harry's family, and so began a correspondence which went on even after 1988, when Harry was released. Despite motor neurone disease, Harry became Honorary President of the South African Metal Workers' Union and a leading ANC activist, and Dave was actually able to meet him when he came to Britain for medical treatment in 1989.

On his return from Burma in 1946, Dave married Iris, the love of his life. Together they formed a committed, loving partnership. Both were active in the Communist Party and the British-Soviet Friendship Society and visited the Soviet Union on a number of occasions, allowing Dave to build and strengthen contacts with leaders of the Soviet postal workers' union. Sadly, Iris died in 1994, but Dave took great joy in his children Adrian, Neil and Sharon,

their partners, his grand-children and his first great grand-daughter. In typical fashion, he celebrated his 90th birthday in 2005 by placing a substantial box advert in the Morning Star, thanking his family and the many individuals and organisations who had been a support in his own life - including Newcastle TUC.

In 1969 the Trades Council presented Dave with the Tom Aisbitt Award, a gold medallion given to "the most outstanding trade unionist in the area." Tom, a personal friend of Dave's, had been a Woodworkers' Union delegate to the Trades Council for more than 40 years. Dave's statement in accepting the award aptly describes himself: "He was a marvellous man with an unswerving loyalty to, and belief in, the working class."

Newcastle upon Tyne TUC salutes the memory of our comrade Dave Atkinson and sends deepest sympathy to all his family. Martin Levy
President

By notice from the family:

The funeral takes place at **1.15 pm** on **Monday 5 March** at the **West Road Crematorium, Newcastle** and afterwards at **Benwell Hill Cricket Club**.

Flowers may be sent to John Bardgett & Sons, West Road, Newcastle upon Tyne NE4 9PQ or donations in lieu to the Morning Star. Enquiries: please call **Neil Atkinson** on **0191 251 6067**.

EQUAL OPPORTUNITIES

124 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.

125

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.

126

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

127

Smoke Free Legislation – Private Vehicles

In answer to a number of questions received from branches this is to clarify the situation regarding the effect of the new 'smokefree legislation' on private vehicles.

Vehicles used for business purposes will also be affected by the new law. These include light and heavy goods vehicles, and public transport such as taxis, buses, trains and ferries. All cars,

however, will be exempt.

Private cars and company cars are classed as private vehicles and are therefore exempt from the new smokefree legislation and that will be reflected in the new Royal Mail Smoking Policy. Taxis are the only cars covered by the smoke-free legislation because they are classed as public transport. Private cars used on delivery will not be affected by the ban.

Commercial vehicles, lorries, vans and tractors will be grouped along with buses and coaches etc classed as public transport and will be covered by the ban under the smokefree legislation.

There are some anomalies within the new law which are quite surprising. For example police vehicles will be exempt from the ban. Driving instructors who use their own cars will also be allowed to smoke in front of students. However many police forces, operate no-smoking policies for their vehicles as do many driving schools who operate fleets of instruction vehicles. Only those instructors who do not have access to the vehicles for private use are understood to be covered by the ban. All enquiries concerning the above should be addressed to Dave Joyce National Health, Safety & Environment Officer quoting ref: E3.

128

Mailstar Cycles – Plastic Pedal Breakages

Three areas have so far reported problems with the new style plastic pedals splitting and breaking up.

An explanation of the faults cause has been given to the union's Health and Safety and Outdoor Departments as follows.

The pedals are manufactured separately by a company that supplies them to Pashley Cycles where they along with other components are assembled on to the cycles on the production line.

The pedal manufacturer recently experimented by mixing recycled plastic with new plastic before moulding the pedals. These pedals have found to be very fragile leading to fractures occurring and the pedals breaking up under the strain of everyday use. Pashley undertook tests at their factory, concluding they were totally unsuitable. Pashley have now resolved the issue with the pedal supplier who made the change without notifying Pashley Cycles.

Apparently only one batch of pedals are affected and Royal Mail Assets and Engineering are trying to tract them down in order to withdraw and change them.

It would be appreciated if Branch Secretaries Area Safety Reps and Area Delivery Reps would get the pedals checked out in their areas and alert cycle delivery people within the area to the issue (especially cycle mechanics) and ask that any failures are reported using the Fault Report Form.

All enquiries to Bob Gibson Outdoor Dept or Dave Joyce Health, Safety & Environment Dept quoting reference No. 310/07 or C2.

129

Action Mesothelioma Day (AMD) – February 27th 2007

As reported in LTB 119/07, issued on 12 February 2007, the CWU once again supported Action Mesothelioma Day and called on our reps, branches and H&S forums to participate.

This can simply be to put up posters or have a minute's silence. A park bench was placed on Crewe Municipal square dedicated workers who have died or suffering from mesothelioma, or other asbestos related diseases.

Mesothelioma is a form of cancer that is almost always caused by exposure to asbestos. Malignant cells develop in the mesothelium, a protective lining that covers most of the body's internal organs. Many Amicus members are in sectors that can be classified as having been, or are still, high risk, such as construction and contracting, manufacturing, railways and shipbuilding.

Most people who develop mesothelioma have worked on jobs where they inhaled asbestos particles, or have been exposed to asbestos dust and fibre in other ways, such as by washing the clothes of a family member.

Or in the case of Debra Brewer recently diagnosed with mesothelioma, from playing with her dad, whose clothes were covered in dust when he came home from work. The father worked as a lagger at Devonport Dockyard in Plymouth for five years in the 1960s, lagging has a high content of blue asbestos fibres.

Mesothelioma can develop up to 60 years after exposure to asbestos and because of this long delay it has been calculated that the number of UK cases will continue to rise until 2015. At present some 2000 people a year die from this terrifying disease in the UK, and by 2050, 95,000 people will have died real people with devastated families.

The British Lung Foundation heads up the campaign, which centres around "The Mesothelioma Charter", which calls for better care and treatment, better protection for employees and more funding for research. It was presented to 10 Downing Street on 27 February 2006 with more than 14,000 signatures to mark the launch of the Action Mesothelioma campaign.

You can view the charter on the British Lung Foundation website by logging on to www.lunguk.org/getting-involved.asp and then clicking on the campaigning option.

People have died needlessly from this most painful horrific disease, we will continue to support Action Mesothelioma Day and support the fight for better working conditions and for those who are affected by mesothelioma receive justice, and get the care and support they need.

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer quoting reference No. P8.

130

Workers' Memorial Day – 28th April 2007 – 'Resources'

Further to LTB No.047/07 dated 17 January 2007 this is to remind branches, safety reps, branch reps and regional health and safety forums that Workers' Memorial Day takes place on 28 April and the theme is 'Health and Safety needs not just regulations, but also enforcement & Inspection'.

The Health, Safety & Environment Department will once again be preparing WMD Posters for distribution and have placed a half-page CWU WMD ad in the Hazards Magazine WMD Special Edition.

The Greater Manchester Hazards centre has once again produced resources on Workers Memorial day including 'forget-me-not' ribbons, car stickers and posters – contact www.gmhazards.org.uk or email mail@gmhazards.org.uk.

GMH web-links:

Safety Reps Guide: <http://www.gmhazards.org.uk/SReps%20Guide07.pdf>,
Background leaflet: <http://www.gmhazards.org.uk/WMD%20Lft07.pdf>,
Car Sticker order form: <http://www.gmhazards.org.uk/wmdstof.doc>,
'forget-me-not' ribbons order form: <http://www.gmhazards.org.uk/wmdribbonof.doc>
London Hazards Centre: Organising for Workers' Memorial Day the following:
WMD Fact Sheet: <http://www.lhc.org.uk/members/pubs/factsht/68fact.htm>,
WMD Lobby your MP sample letter,
WMD background etc: <http://www.hazardscampaign.org.uk/wmd/index.htm>

Note:

If you are organising or participating in an event for Workers Memorial Day then please send the Health, Safety & Environment Department the details.

For more information on Workers Memorial Day please click onto the **CWU website** at <http://www.cwu.org/default.asp?Step=4&pid=860> or the **TUC website** at http://www.tuc.org.uk/h_and_s/tuc-11563-f0.cfm

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer quoting reference No. N4.

131

The Smoke-Free (Premises and Enforcement) Regulations 2006 – Smoking Shelters

Following the issue of LTB 182/07 on 1st March entitled "Royal Mail Group Smoking Policy (Update Report)" questions have been received in relation to what the legal requirements are regarding Smoking shelters under the new smoke-free regulations 2006 as will be reflected in the Royal Mail Group smoking policy.

Simply put, the new law will ban smoking

in all places that are "fully enclosed" or "substantially enclosed".

The Smoke-Free (Premises and Enforcement) Regulations 2006 define these terms and also specify who is responsible for enforcing the law.

To be legal, a Smoking shelter may not be either "fully" or "substantially enclosed". "Fully enclosed" is self explanatory. "Substantially enclosed" means a premise or shelter that has a roof and less than half of the total areas of walls have openings other than windows or doors. This is known as the 50% rule.

Therefore a smoking shelter will only meet the legal requirements if they are not "substantially enclosed" and more than 50% of sides or walls must be openings. All enquiries concerning the above should be addressed to Dave Joyce National Health, Safety & Environment Officer quoting ref: E3.

TELECOMS

132

02 Horizon Contract and Drivetesting

Branches advised head office of changes to the way the drivetesting of the cellular network is executed and this has subsequently been taken up nationally. This contract is managed by BT Wholesale Markets, while the work is carried out by Network Operations. HR management has responded after contacting the relevant managers in each of these areas.

They report that the decision to use contractors to carry out basic driving duties was based on the need to retain competitiveness in an area where they are looking to increase the potential volume of work and revenues.

With regards to safety, which was one of the issues raised by the union, they responded by stating that all contract drivers are expected to meet the same standards of safe driving as it applies to its own employees. However, in response to these concerns there is currently a trial running in Glasgow, where 2 engineers working with 2 drivers have been asked formally to give feedback to their managers. Any issues raised will be discussed by the management team and will then be addressed appropriately with the contractor as the position adopted by management.

In response to the union raising the use of redeployees, this has been considered, and there are currently a number of redeployees working on this contract. Two of these have been employed full time on drivetesting since the end of October. This solution is much easier where the work needs to be carried out during the day, and BTW certainly seek to increase the number of redeployees employed on this work wherever practicable. However, they state that it has been less easy to identify volunteers to do night work where the requirement is more reactive and variable, and as stated above, the commercial reality of the relative cost of night working must also be taken into consideration.

Management also claim that for existing team members there is also the need to ensure that they are managing working hours effectively within safe and legal limits.

The Executive team has received an apology for the lack of consultation and is pursuing the subject further with the company.
Brian Healy
Assistant Secretary

133

BT Wholesale: Macro Demand Planning & Resource Allocation

The union has been advised of BT Wholesale's intention to introduce a new system within the BT Wholesale Networks organisation for the accurate monitoring of resource allocation to projects that have commercial benefits.

The project is not aimed at any specific population; however the Network Solutions target area is predominantly management with a limited number of team members providing support to projects.

It is stated that the project will specifically deliver tools and processes to:

- Enable the optimisation of design and development resource so that resource availability is balanced with customer demand
- Support the introduction of associated one truth reporting
- Development of policy and data standards
- Creation of appropriate project and data structures
- Implementation of the time recording functionality within the Change Manager toolset by the appropriate use of training and user support where necessary.

In addition it is envisaged that the system and processes will be able to:

1. Determine all resource demands (for example, new products, bids) that BTWN has a means of capturing the time/resource spent on each aspect and can determine an accurate costing of the work (assumes time can be booked against projects and then 'costed').
 2. Become a means of resource costing for bids, products, programmes etc which can then (if required) be charged to other LOBs (This will help BT in ensuring it can comply against the Undertakings).
 3. Deliver a complete view of resource trends across BTWN functions and thereby plan the business more effectively and proactively so that BTWN can see how finite resource is being utilised.
 4. Allow more informed decision making between Demand and Supply side.
 5. Enable BTWN to identify key pressure points in the business and to make more effective use of resource by recognising where there is under/over utilisation.
- The union has sought and received assurances that the introduction of this system

is not designed to act as an attendance monitoring system or performance management tool.

Induction training will be given to all new system users and BT Wholesale expect the completion of the system to be simple and take a minimal amount of time.

Brian Healy
Assistant Secretary

134 **BT Wholesale: Products and Strategy (P&S) Re-organisation**

Over the past few weeks management have been reviewing the organisation with a view to ensuring that it is strategically aligned to meet next year's goals. As a result, a number of changes are planned for the Products and Strategy team in preparation for the 07/08 financial year.

The need to fully integrate the New Business Development & Execution team, and the need to address the 07/08 cost challenge – a saving of £3.75m which equates to c50 roles – have been taken into account and are built into the re-organisation.

The key changes resulting from the organisation review are as follows:

- **Wireless** – A business decision to focus activity on Wireless Cities and to close the MDA, Railways and In-Buildings programmes. The Bid team will move to Portfolio
- **Movio/DIII Spectrum** – the teams supporting this activity will be reduced to reflect the updated Business Plan.
- **Applications Warehouse & Teamcard** – the team will be focused on the White Label product function. Management are working with customers towards seeking a mutually acceptable close down of Teamcard.
- **IP exchange** – in order to achieve synergies this team will be merged in the Interconnect Product Management team.
- **NBD&E Programme/Project Managers** – this team will be reduced in line with programme changes and will be centralised in the Product Development programme team.
- **Portfolio** – there will be a reduction of roles in Planning, Interconnect and Voice and Value-Added Services to achieve efficiencies and synergies.
- **Managed Product Solutions** – the Vodafone product management team will transfer into MPS, 2-4 incremental vacancies will be created during the year to support this growing activity.
- **Connectivity Capabilities** team from Portfolio to merge with the Components Management team to achieve synergies.

As branches will be aware the majority of this team is in the New Reward Framework – currently there are 28 CWU grades out of a total population of 340 and the restructuring

so far has mainly impacted the NRF population. However management has identified 2 PA roles (Essex, Gatwick or Manchester) that will no longer be needed following the management reductions in the Wireless and Movio teams.

They plan to carry out a further review of team members to ensure that support is evenly spread across the team. This may result in further reductions though the estimate is that this would not be more than 2 posts. This review will be completed by 2nd March 2007.

Brian Healy
Assistant Secretary

135 **Project Pond: Update**

Given the alarming statements made at the last Network Briefing Forum of 2006, that members assigned to the Featurenet work had no work, the Executive took these reports up with Network and Vendor management.

Management admitted that a very large contract which represented 30% of the forecast volumes from Global Services had not been secured. The customer did not proceed to sign the contract and withdrew on the basis that it was staying with its existing communication strategy. It is possible that the customer may indeed return to purchase Featurenet services however, in the interim this leaves a significant gap in planned activity. To meet the shortfall, management stated that two actions were being taken.

Firstly, Global Services had trained 100 of its Sales workforce in selling Featurenet and the expectations are that the results of this would start to materialise in Q1 of the 2007 financial year.

Secondly, where training is underway this will be completed and that in one location it is the intent to move at least for 3 months the following activity.

1. BB&IP QoS fault analysis
2. Switch Performance
3. Switch Performance Monitoring
4. Process Improvement Performance i.e. Switch Field Routing

For members in Madley the plan is to move them onto 21CN off-load work which could be up to one year. The nature of the functions being brought in are significantly flexible to move to other locations if in the event Featurenet volumes take off.

With regards to the other activities that are going through the feasibility phase, a number of them have been on hold due to security issues. Further discussions continue with One IT and HMG. Other activities may be held back for known declared redeployees. Management, at the insistence of the Executive team have returned to the redeployee list and it appears that in at least two locations there are sufficient numbers for management to allocate some of the work under review.

It had been the stated objective that by the

end of the financial year to have delivered 290 off-shore savings; this will now be substantially short.

Brian Healy
Assistant Secretary

136 **Creation of a 21CN Customer Migration Organisation**

Branches may wish to be advised that BT Wholesale Operations has issued a briefing concerning a re-organisation. There will be no changes to individual jobs; they will form a new team from across the disparate parts of Wholesale Operations.

Attached for the information of branches are the internal briefings that were released.

Brian Healy
Assistant Secretary

137 **BT Wholesale: 21CN Training and Network Management Selection**

Some documentation has been circulating which is outside any seen nationally and the following is confirmation of what is agreed nationally, plus an update on training.

NM Selection

Management confirmed that there is no intention to change existing attendance patterns which are operating in Network Management.

It may be that individuals will express an interest in roles which would require them to undertake a change in their current attendance arrangements. However BT Wholesale anticipate that a variety of roles will be required to provide 24/7 coverage for 21CN and this has been previously reported upon and would expect that there will be sufficient opportunities available within varied attendance patterns to enable individuals to opt for 21CN work within their current attendance patterns, if that is what they need to do. However, this will only be on MSAN sites.

In all cases i.e. the Node sites, the Network Operations Attendance Pattern Framework will apply. With regards to these attendance patterns, they will only apply when the individuals are deployed onto 21CN work. Some managers have tried to introduce them from the point of selection and this has been stopped by the union nationally when it has been brought to the attention of the Executive team.

Management cannot give specific detail at this stage of the number of posts and associated attendance requirements for each location as this is simply not known. They have, however, made this information clear at the outset of each selection exercise when they ask for expressions of interest so that members know exactly what role they are volunteering for.

In accordance with BT's equality of opportunity policy, management have

undertaken to ensure that everyone is made aware of the roles available, including people who are absent, for example, on maternity leave or special leave.

Management have accepted our concern about the current lack of clarity on resourcing levels. In the context of Network Management, as discussed, and will provide the union with the specific detail as soon as it is known.

Training

Work to define the roles within 21CN is ongoing. Given that detailed information on specific roles is not available the current training matrix (attached) is related to 21CN domains (MSAN, Metro, Core and INode) with the focus firmly on delivery for Pathfinder and Trial activity.

Both Field and Network Management members involved in the trials will work across the various domains and the mix of training they need to undertake will depend upon which pieces of supplier equipment they are involved with and what specific activities they undertake within the trial.

On the question of training delivery, the vast majority of training delivery is currently undertaken by the suppliers as at this stage BT Wholesale are very dependent upon access to their training models.

Process and Systems training has been developed with and delivered by Accenture. Local training delivery by BT Trainers to field teams has so far been limited to equipment from CIENA and Fujitsu in the MSAN and Metro/Core domains. In addition BT Wholesale is working to raise the IP understanding to an appropriate level for all people undertaking 21C training. They have made available a series of on-line IP modules developed in conjunction with their principal e-learning provider (Thompson Netg)

The attached information on current training represents the first steps towards the development of a 21CN training portfolio which will enable the Executive to agree a detailed training matrix showing the requirements for specific roles within 21CN as and when they are defined.

The Executive has also raised the issue of attendance requirements for people attending training. As discussed, BT Wholesale envisage that formal training courses will be constructed to accommodate reasonable travelling time. Where informal training (job shadowing) requires a significant amount of travelling, BT Wholesale would expect the local line manager to allow individuals to leave at a time which would enable them to travel safely and at a reasonable time of day. Where a late finish is unavoidable, management have agreed that individuals should be able to choose whether or not to travel during the late evening or to stay overnight where this is preferable.

Brian Healy
Assistant Secretary

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).

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/

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?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

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.

Thursday 12 April 2007: Trade Unions & the Muslim Community. To be held at Congress House, London, WC1B 3LS. The seminar will be chaired by General Council member Mohammed Taj and keynote addresses will be given by Brendan Barber, General Secretary of the TUC and Dr Abdul Bari. Planned seminar topics include 'The Muslim community at work – socio-economic issues', 'The media and portrayals of the Muslim community', 'Countering the threat of the Far Right' and 'Good practice and examples from the work place'. For further information visit http://www.mcb.org.uk/article_detail.php?article=announcement-614

Wednesday 18th April 2007: National Pensioners Convention Eastern Region (AGM). Will be held at Moreton Community Centre, Symonds Road, Bury St Edmunds Suffolk at 1pm. For more information contact **Nobby Clark** on **07713 155575**.

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/

Monday 21st May 2007: Eastern Regional Retired Members' Committee Meeting. To be held in Community, Swinton House, 324 Gray's Inn Road, London WC1X 8DD at 11am. For more information contact **Nobby Clark** on **07713 155575**.

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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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.