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POSTAL

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GENERAL

077

Postal Agreements & Procedures Course – Reminder

The Communication Workers Union has organised a Postal Agreements & Procedures course. This course is being held at the Elstead Hotel in Bournemouth.

The course will be held from **21 – 25 April 2008**.

Please submit applications as soon as possible.

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

Special leave with pay applies. For Postal branches, please refer to LTB No. 096/07, issued 5th February 2007.

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**

078

Postal Agreements & Procedures Course

The Communication Workers Union has organised a Postal Agreements & Procedures course. This course is being held at the Elstead Hotel in Bournemouth.

The course will be held from **14 – 18 July 2008** and the closing date for applications is **29th May**.

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**

079

Equality & Diversity Mandatory Training for Branch Officials – Scotland

In line with conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses.

These courses are being held in the Scotland region:

Tuesday 1st April 2008 – Glasgow
Thursday 3rd April 2008 – Glasgow
Tuesday 8th April 2008 – Glasgow
Thursday 10th April 2008 – Glasgow

Further dates and venues for other regions will be published in due course.

Nominations should be made on an application form for union courses and returned as soon as possible to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email: **mtodd@cwu.org**

080

Health & Safety Stage I Course

A Health and Safety Stage I course has been organised to be held at the Elstead Hotel in Bournemouth. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **30 June – 4 July 2008** and the closing date for nominations is **15th May**.

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.

This course is residential. The cost of tuition, food and accommodation will be met from the General Fund. Branches are expected to meet the cost of travelling and subsistence payments. Branches requiring financial assistance from the General Fund to enable them to send students to the course must submit the request with the nomination, to enable the Trustees to consider the request in time. Special leave with pay will apply. For Postal branches, please refer to LTB No. 096/07, issued 5th February 2007.

Nominations should be made on the application form for union courses and returned to Alvescot Lodge by the closing date shown.

If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date.

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

081 Health & Safety Stage II Course

A Health and Safety Stage II course has been organised to be held at the Elstead Hotel in Bournemouth. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **28 July – 1 August 2008** and the closing date for nominations is **12th June**.

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

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**

082 Equal Rights in the CWU Part 2

The Communication Workers Union has organised an Equal Rights in the CWU Part 2 course, to be held at the Elstead Hotel in Bournemouth.

The course will be held from **7 – 11 July 2008** and the closing date for nominations is **22nd May**.

This course is aimed at those who have already attended Equal Rights in the CWU Part 1 and the old Equal Opportunities I courses. This course will cover the following issues:

- Equal pay
- Equal pay review
- Discrimination in the workplace
- Discrimination and the law
- Negotiating for equality
- Organising around equality
- The effects of domestic violence in the workplace.

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**

083 Union Learning Reps Stage I Course

The Communication Workers Union have organised a Union Learning Reps Stage I course, to be held at the Elstead Hotel in Bournemouth.

The course will be held from **7 – 11 July 2008** and the closing date for applications is **22nd May**.

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**

EQUAL OPPORTUNITIES

084 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 representatives 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 representatives 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 representatives 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 Head Office, 150 The Broadway, Wimbledon, London SW19 1RX.

085 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 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.

086 Prayer Facilities

If any branch sends delegates or visitors to head office and they require prayer facilities, please advise them that there is a compass, which is held in the Equal Opportunities Department, to help to give the correct position for facing Mecca.

For further advice please contact the Equality Department.

Any enquiries about this paragraph should be addressed to **Michèle Emerson**, Assistant Secretary.

HEALTH AND SAFETY

087 Asbestos Killing Hundreds Yet Ignorance Over Risks Still Widespread

A lack of knowledge about asbestos is putting many tradespeople at risk of incurable cancer, according to a new survey from the British Lung Foundation

Asbestos causes a chest cancer called mesothelioma, which kills one person every five hours in the UK and tradespeople such as builders, plumbers, carpenters, electricians and gas fitters are most at risk.

Findings of the BLF survey reveal:

- Less than a third of tradespeople are aware asbestos exposure can cause cancer
- Only 12% of tradespeople know asbestos exposure can kill them
- Nearly a third (30%) wrongly believe most asbestos has been removed from UK buildings
- Three quarters (74%) have had no training in how to deal with asbestos.

Twenty tradespeople die of asbestos-related diseases every week and asbestos exposure is Britain's biggest workplace killer. Mesothelioma develops between 15 and 60 years after exposure to asbestos and the UK will soon face an epidemic of the disease as cases are set to peak between 2011 and 2015.

Helena Shovelton, Chief Executive of the British Lung Foundation said "It is a great worry that those most at risk of this cruel cancer know so little about a killer that could be lurking in the building they're working on today and the British Lung Foundation wants mesothelioma to become a disease of the past, but until people put their health first, become asbestos aware and protect themselves against asbestos that goal can't be reached.

For the HSE guidance for safety representatives on asbestos: www.hse.gov.uk/asbestos/repsguide.pdf

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

088 HSE Slips, Trips & Falls Campaign – Get Involved

Every 25 minutes, someone breaks or fractures a bone at work according to the latest figures from the Health and Safety Executive (HSE).

The launch of the HSE's 'Shattered Lives' campaign, aims to highlight the devastating consequences of simple slips, trips and falls – including falls from height – in the workplace.

Slips, trips and falls can be viewed as being minor, funny accidents but the effects are not. It can lead to major injuries, and a lifetime of disability or time off work and in worst cases, fatalities. 'Shattered Lives' will encourage people to change their attitudes: if you spot a hazard, don't assume 'somebody else will sort it out'.

Slips, trips and falls can also have a shattering effect on businesses through costs such as employee absence, sick pay and reduced productivity. Irrespective of the size of the business and the job that you do, it could happen to you."

As part of the Shattered Lives campaign, the HSE has released several downloadable resources including leaflets and posters aimed specifically at food retail, food manufacturing, construction building and plant maintenance and catering and hospitality.

HSE slips & trips hazard spotting checklist: www.hse.gov.uk/shatteredlives/hazardchecklist.pdf

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

089 HSE Ladder Exchange Campaign – The Results

Last year, the HSE Ladder Exchange Campaign aimed to take 4000 substandard ladders out of the workplace by working with its partners in a

Ladder Exchange scheme.

The HSE have confirmed that by the end of last year 4,194 dodgy ladders had been taken out of Britain's workplaces.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

090 Free Guidance on The Corporate Manslaughter Act 2007

Safety Media is offering a free information pack and guidance on the Corporate Manslaughter and Corporate Homicide Act 2007 at the following link: www.corporatemanslaughter.net/FREE%20Corporate%20Manslaughter.php

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

091 Mesothelioma – HSE Asbestos Campaign – The Hidden Killer Video

A mesothelioma victim and his son tell their story about how it has affected their lives. HSC Chair Judith Hackitt gives details of the HSE campaign to highlight awareness of the risks of asbestos to tradesmen in a video accessible at the following link: www.hse.gov.uk/asbestos/campaign/video.htm

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

092 HSE – Health and Safety at Work – Benefits and Costs

The HSE have launched a new campaign aimed at demonstrating the benefits of good health and safety and the costs of poor health and safety.

Benefits of Good Health and Safety

HSE state that addressing health and safety should not be seen as a regulatory burden: it offers significant opportunities. Benefits can include:

- Reduced costs
- Reduced risks
- Lower employee absence and turnover rates
- Fewer accidents
- Lessened threat of legal action
- Improved standing among suppliers and partners
- Better reputation for corporate responsibility among investors, customers and communities
- Increased productivity, because employees are healthier, happier and better motivated.

See case studies: the benefits of successful leadership to see how organisations have gained benefits through health and safety

leadership at: www.hse.gov.uk/leadership/benefits.htm

Costs of Poor Health and Safety at Work

HSE statistics reveal the human and financial cost of failing to address health and safety:

- More than 200 people are killed at work in the United Kingdom each year. This does not include work-related road deaths.
- In 2006, 30 million working days were lost in the UK to occupational ill health and injury, imposing an annual cost to society of £30bn (more than 3% of GDP).
- Surveys show that about two million people suffer from an illness that they believe to be caused or made worse by work.
- Many thousands of deaths each year can be attributed to occupational illnesses, including some cancers and respiratory diseases.
- Organisations can incur further costs – such as uninsured losses and loss of reputation.

See case studies: when leadership falls short to learn from the mistakes of other organizations at: www.hse.gov.uk/leadership/benefits.htm

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

093 Roadsafe Free Breakfast Road Shows – Understanding of the New Corporate Manslaughter and Corporate Homicide Act

Further to previous reports – an understanding of the new Corporate Manslaughter and Corporate Homicide Act, which comes into force on the **6th April 2008** is vital for all businesses who have people who drive for work.

FSG (Fleet Support Group), SunGard and Drive & Survive have been hosting a series of Breakfast Roadshows around the country during February and March. The two remaining breakfast roadshows which are free of charge will be held at the following venues:

- **18th March** – Belfast
- **25th March** – Manchester

To attend one of the breakfast roadshows, contact **Debi Reeves** on **0844 8000 700** or email: debi.reeves@fsg.com

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

094 Health and Safety Update – Managing Asbestos

Asbestos is the greatest single cause of work related deaths in the UK and it is a priority for HSE to reduce the number of deaths caused by occupational exposure to asbestos.

The HSE have been running recent campaigns on the "Duty To Manage" and "Hidden Killer" the latest Asbestos Campaign to highlight awareness of the risks of asbestos to tradesmen which of course include many CWU members.

The Health, Safety & Environment Department has continuously updated branches e.g. LTB 049/07 – The Control of Asbestos Regulations 2006 – A guide for Safety Representatives. The revised asbestos regulations that came into force on 13 November 2006.

Now well one year on, we felt it would be of benefit to re-highlight the implications of these regulations and update you on some of the useful guidance available.

The regulations brought together the three previous sets of regulations covering the prohibition of asbestos, the control of asbestos at work and asbestos licensing.

Importantly for people responsible for non-domestic premises, and as such very relevant for workers, the new regulations include the 'duty to manage asbestos'. This is directed at the people with responsibility for protecting others who work in such premises, or use them in other ways, from the risks to ill-health that exposure to asbestos causes.

Members should be reminded that the 'duty to manage' part of the regulation requires employers to:

- Take reasonable steps to find asbestos-containing materials in premises and checking their condition
- Presuming materials contain asbestos unless there is strong evidence to suppose they do not
- Keeping an up-to-date written record of the location and condition of asbestos-containing materials
- Assessing the risk of exposure to asbestos-containing materials
- And preparing and putting into effect a plan to manage the risk.

Further guidance on the duty to manage asbestos can be found in the approved code of practice 'The management of asbestos in non-domestic premises'. (L127) available from HSE Books.

HSE has also published useful web pages on the duty to manage which are available from: www.hse.gov.uk/asbestos/campaign/duty.htm

Safety representatives play an important role in controlling workplace risks and can help to prevent exposure to asbestos. HSE and TUC have developed a guide for safety representatives on asbestos and the new control of asbestos regulations 2006 which is available from: www.hse.gov.uk/asbestos/repsguide.pdf

Finally, HSE has a series of web pages dedicated to asbestos. These web pages contain a wealth of information on the subject

including links to further guidance on specific elements. The HSE web pages are available from the web link: www.hse.gov.uk/asbestos

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

095

Occupational and Environmental Cancer Prevention International Conference – 25 April 2008

As a contribution to the global trade union zero occupational cancer campaign, an international conference will address a major threat to public health: the toll taken by occupational and environmental cancers. The **25 April 2008** event to be hosted by Stirling University, Scotland and supported by unions in the UK and across the World, will feature top union, campaign and academic experts from Australia, Belgium, Canada, France, Finland, the UK and USA.

Speakers from international health and safety agencies including the World Health Organisation, the European Agency (EU-OSHA) and the International Labour Organisation will also contribute. The conference will assess the best available policies and practices, including presentations from leading researchers and commercial organisations on toxics use reduction, from members of bodies such as the Canadian Cancer Prevention Coalition and from trade unions and non-governmental organisations.

Union safety specialists and safety representatives will have the opportunity to make contact with top international experts on occupational cancer causes and incidence and on prevention strategies.

Occupational and Environmental Cancer Prevention – from research to policy to action at international, national and workplace levels Friday, 25 April 2008, University of Stirling, Stirling, Scotland. Further information can be obtained from **Evonne Fleming**, University of Stirling, Stirling, Scotland FK9 4LA. Telephone: **01786 466337** or Fax: **01786 466344** Email: cancerpreventionconf@stir.ac.uk Online: www.nm.stir.ac.uk

Application form here: www.hazards.org/cancer/conference/tn_registration_form.pdf

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

096

Smoking at Work 2008 & HSE and Smoke Free Legislation

Last year's change in legislation on the ban of smoking in all public places and workplaces has according to government reports settled in well and been accepted without many problems. Many workers have taken up the opportunity of assistance through NHS schemes to kick the habit. The introduction of these laws, which have according to the government received overwhelming support

across the UK, protects workers and the public from the serious health effects of second-hand smoke.

Here is a brief reminder on the Smoke Free Regulations which made it against the law to smoke in enclosed workplaces and public places, and work vehicles, vans and lorries etc. The situation is as follows:

Scotland

On 26 March 2006, at 6am, the law on smoking in Scotland changed as the first part of the UK went "Smoke-Free" with the introduction of the Smoking, Health and Social Care (Scotland) Act 2005 and the Prohibition of Smoking in Certain Premises (Scotland) Regulations 2006.

Wales

The Smoke Free Premises etc. (Wales) Regulations 2007 came into force on 2 April 2007.

Northern Ireland

On Monday, 30 April 2007 the Smoking (Northern Ireland) Order 2006 became law.

England

On 1 July 2007, the UK wide ban was completed when all public places, workplaces and work vehicles became smoke-free in England, with a very limited number of exemptions under the Smoke-free (Premises and Enforcement) Regulations 2006.

Further information on the requirements under this new legislation and what it means for businesses, employers, employees and the public can be found at the following address: www.smokefreeengland.co.uk/ An information service is also available on **0800 169 1697**.

Alternatively the Department of Health can be contacted at: Tel. **020 7210 4850** Email: dhmail@dh.gsi.gov.uk Internet: www.dh.gov.uk

HSE and Smoke Free Legislation

HSE is not responsible for enforcing the legislation but will fully support Local Authority officers both in raising employers' awareness of their responsibilities and in encouraging employers and employees to comply with the new legislation above. HSE inspectors will bring matters of concern to the attention of the employer, particularly if it involves a number of smokers or if there is a failure to display warning notices. Should the employer resist acting on this advice, the inspector will then bring the matter to the attention of the appropriate local authority. Any complaints received by HSE about the smoking ban will be referred to the appropriate local authority. Even with new smoke-free legislation, HSE's advice on protecting employees from the effects of second hand smoke remains

unchanged in that:

1. Employers should have a specific policy on smoking in the workplace.
2. Employers should take action to reduce the risk to the health and safety of their employees from secondhand smoke to as low a level as is reasonably practicable.
3. Smoking policy should give priority to the needs of non-smokers who do not wish to breathe tobacco smoke.
4. Employers should consult their employees and their representatives on the appropriate smoking policy to suit their particular workplace.

Further information about smoking, can be obtained by contacting the Department of Health's Customer Service Centre on **020 7210 4850**, or by visiting the Department of Health's tobacco website.

Further information about smoking can also be found on the Action on Smoking and Health (ASH) website www.newash.org.uk/

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer.

TELECOMS

097

Virgin Media: BUPA Medical Cover

Attached for the information of branches is a copy of the BUPA Medical plan for Virgin Media. It covers a range of subjects and details exclusions which will help branches answer queries from members.

Brian Healy
Assistant Secretary

098

BT Wholesale: 21C CS Organisation

Branches may wish to be made aware that BT Wholesale is attempting to look at how it will support and industrialise processes for new products and services.

Attached for the information of branches is a copy of an internal briefing. The executive is in discussions on a range of issues such as grading and job descriptions and these will be the subject of further reports.

Brian Healy
Assistant Secretary

099

Delivering Improved Customer Experience

The union has received notice of the outline of a review on performance metrics that BTW uses under the umbrella title Delivering Improved Customer Experience (DICE).

To become No.1 for the customer experience is an essential strand of the Wholesale strategy. How BTW measure collective and individual contribution is therefore absolutely key to this, according to BTW management.

BTW are currently reviewing the measure set in place in the Broadband unit. This will have a

number of objectives:

- Improved automation of the data
- Improved metrics and better transparency of contribution to customer service
- Improved benchmarking of what excellent service looks like and improved quality control
- Balance of quantitative and qualitative data
- Improvement in the coaching and support provided
- Strong links to key strategic measures of Right First Time and Cycle Time
- Clear framework of expectations for team members and what they can expect from their operational management team in terms of behaviours, with explicit links to the customer experience.

Over the coming weeks management will be engaging with a number of people from across the teams to look at this piece of work, seeking improvements and recommendations will be reviewed in April. BTW management have stated that they want to work closely with the CWU on this piece of work. There will shortly be arrangements put in place to discuss this initiative with the project team.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

October 2007 – June 2008: The London Socialist Film Co-op. There will be a number of films showing the second Sunday of every month. Film(s) includes La Última Cena/The Last Supper all showing Sunday 14 October 2007. Tomás Gutiérrez Alea is best known for his Memories of Underdevelopment. The Last Supper is unfairly neglected, made during the height of 'the cold war', showing a Cuba that was unknown and a history that was of little interest to audiences of that time. Discussion led by Michael Chanan, Professor of Film and Video at Roehampton University, London, Jacqui McKenzie, Caribbean Labour Solidarity, Dionne Walker and many more. For all enquiries and the full programme contact **020 7278 5764**.

Wednesday 12 March 2008 – Friday 14 March inclusive: TUC Women's Conference.

To be held at the Floral Hall, Winter Garden, Eastbourne. Delegates will debate motions on a range of issues of importance to women in the UK and across the world. For more information contact TUC Equality & Employment Rights Department: **020 7636 4030** or visit www.tuc.org.uk/equality/index.cfm?mins=389&minors=383

Friday 4 April 2008: Amnesty International Trade Union Conference.

To be held in Nottingham. 10am – 16.30pm. Speakers include: Kate Allen, Amnesty International; Janek Kuckiewicz, International Trade Union

Federation; Kay Carberry, Trade Union Congress. The campaign action is defending Iranian trade unionists with various workshops. For full details and online registration at www.amnesty.org/tradeunions click on news and events buttons.

Monday 7th April 2008: Retired Members' Eastern Region Meeting. To be held at Swinton House, 324 Grays Inn Road London at 11am. For further information contact **Nobby Clark** on **07713 155575**.

Thursday 17 April 2008 – Friday 18 April inclusive: Introduction to International Development. 10:00 to 17:00 daily. To be held at Congress Centre, London. A broad introduction to international development from a trade union perspective, this two-day course gives tutors and officers the skills, knowledge and confidence to train others. Covering issues of poverty, globalisation and the trade union role, North/South perspectives, race and migration will be tackled, as will techniques and methods to organise and train in this area. For more information contact **Aisha Latif**, SFPA Project Assistant, on **020 7467 1239** or by email: alatif@tuc.org.uk

Friday 18 April 2008: TUC PES Manifesto Conference: Mapping a Future for Social Europe. The TUC is holding a conference for union officers in Congress House, to respond to a consultation from the PES over their manifesto for the 2009 European Parliament elections as well as into TUC/trade union campaigns and the ETUC; to switch trade union approaches to Europe from defensive campaigns to a positive agenda; to engage a wider audience of trade union officials in TUC debates about Europe, and to engage MEPs with a trade union audience. Kay Carberry – TUC Assistant General Secretary; Billy Hayes – CWU General Secretary and TUC European Spokesperson; John Monks – TUC General Secretary; and Poul Nyrup Rasmussen MEP, Leader of the Party of European Socialists. For more information visit www.tuc.org.uk/extras/socialeuroperegistration.doc

Sunday 8th June – Friday 13th June 2008: CWU Annual Conference. Liverpool.

Sunday 27 April 2008: Love Music Hate Racism Carnival – 30th Anniversary of Rock Against Racism. Victoria Park, London. LMHR will be marking the 30th Anniversary of the iconic 1978 Rock Against Racism/Anti Nazi League carnival and procession with a similar event. The 2008 Carnival's aim is to inspire thousands today to join a mass movement against racism. The Carnival will have three stages – two outdoor live music stages and a large DJ marquee. The line-up will be announced very soon, however, stars of the '78 event and the RAR era already confirmed to appear include Tom Robinson, The Specials,

Jerry Dammers, and ace filmmaker and Clash collaborator Don Letts. For further information visit www.lmhrcarnival.com. There will be a carnival procession/march to show united opposition to racism immediately prior to the start of the main event in the park. Unite the union and the PCS have already committed as major sponsors of the event, which is also supported by the TUC, and many other trade unions have pledged support at a national level. Transport to LMHR Carnival 08 is being arranged from most areas of the country – contact us for details of your local coach, or if you'd like to help organise transport from your area.

Tuesday 29 April 2008: Pay Bargaining 2008. 09:45 to 16:00. To be held at Congress House, Great Russell, Street, London. This is a conference for negotiating officers and researchers organised by the TUC and the IDS. The Chair will be Gail Cartmail (UNITE) and the speakers will include Sarah Veale (TUC), Heather Wakefield (UNISON) and Alastair Hatchett (IDS). The topics will include the pay and bargaining agenda for 2008, public sector pay, total reward and equal pay: where now? IDS pay conferences are highly regarded and this is an opportunity for unions to attend an event that would normally cost £200 per person at a specially reduced rate for TUC affiliates of just £75. To book a place at the conference visit the link <http://guest.cvent.com/i.aspx?5S,M3,2ef14ad2-94fa-4ff5-ae2-0b42005f3955>

Thursday 3 July 2008 – Friday 4 July inclusive: TUC LGBT Conference. Will be held at Congress House, Great Russell Street, London WC1B 3LS. The TUC LGBT Conference 2008 takes place at Congress House. It is one of the largest annual gatherings of LGBT activists and workers. Unions will be invited to submit motions for debate, and send delegations, early in 2008. The TUC welcomes visitors from relevant organisations to the event. For more information contact **Peter Purton, 020 7467 1271, ppurton@tuc.org.uk**

Wednesday 16 July 2008 – Friday 18 July inclusive: Tolpuddle Green Camp 2008. 10:00 to 18:00 daily. To be held at Tolpuddle, Dorset, DT2 7EH. There will be a charge for food, from a subsidised organic cafe on site. Participants will bring their own tents to camp on site. For people interested in taking a wider view of their role as environmental champions, and taking forward the idea of Green Reps in the workplace. Based at the site of the Tolpuddle Festival, with the 2008 festival beginning as the Green Camp ends on Friday 18th July. Course participants will camp on site for a programme of presentations, discussion and activity and local visits. Successful completers will receive a Level 2 Award from the Open College Network. For more information contact **South West TUC**, tel: **0117 947 0521** email: southwest@tuc.org.uk or visit www.unionlearn.org.uk/extrasul/greencamp08.pdf to download information leaflet.

Friday 18 July 2008 – Sunday 20 July inclusive: Tolpuddle Festival. On February 24th, 1834, six farm labourers from the Dorset village of Tolpuddle were arrested on a charge of taking part in an 'illegal oath' ceremony. In the eyes of their masters, however, the real offence was that they had dared to form a trade union to defend their livelihood. For this they were sentenced to seven years' transportation to the penal colonies of Australia. The sentences provoked an immense outcry, leading to the first great mass trade union protest. The campaign won free pardons and the martyrs' return to England. A historic episode in the struggle for trade unionists' rights in Great Britain. For more information contact **South West TUC: 0117 947 0521, southwest@tuc.org.uk**

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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.