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## GENERAL

### 121 Equality & Diversity Mandatory Training for Branch Officials – North East

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

These courses are being held in the north east region:

**Wednesday 7th May** – York  
**Tuesday 13th May** – Darlington

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**

### 122 Two-day Organising Course – Preston

The Communication Workers Union have organised the following Two-day Organising course:

**Tuesday 15th – Wednesday 16th April**  
– Preston

This course attracts unpaid special leave. Nominations should be made on the form for education courses and returned to Alvescot Lodge as soon as possible. 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 Two-day Postal Organising Ambassadors Courses

The Communication Workers Union have organised the following Two-day Postal Organising Ambassadors courses:

**Tuesday 15th – Wednesday 16th April**  
– Preston  
**Tuesday 22nd – Wednesday 23rd April**  
– Birmingham  
**Thursday 1st – Friday 2nd May**  
– CWU HQ  
**Wednesday 7th – Thursday 8th May**  
– Bristol

### Wednesday 14th – Thursday 15th May – CWU HQ

**Tuesday 20th – Wednesday 21st May**  
– Stockport

**Wednesday 28th – Thursday 29th May**  
– Newport

This course attracts unpaid special leave. Please submit application forms as a matter of urgency. Please note that numbers are limited on each of the courses.

Nominations should be made on the form for education courses and returned to Alvescot Lodge as soon as possible. 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**

### 124 Two-day Postal Organising Ambassadors Course – Glasgow

The Communication Workers Union has organised the following Two-day Postal Organising Ambassadors course:

**Thursday 22nd – Friday 23rd May**  
– Glasgow

This course attracts unpaid special leave. Please submit application forms as a matter of urgency. Please note that numbers are limited on this course.

Nominations should be made on the form for education courses and returned to Alvescot Lodge as soon as possible. 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

### 125 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.

**126  
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.

## HEALTH AND SAFETY

**127  
HSE to Receive Further Funding over Next Three Years**  
Branches will recall that the Department for Work and Pensions was proposing that the HSE should receive a 5% real terms cut in its budget each year from 2008-9 to 2010-11, coming on top of considerable staffing reductions in

recent years. Since 1997, the UK workforce has increased by around 9%. In addition the number of premises that the HSE inspect has gone up by well over 20%. Yet the HSE's workforce has shrunk from over 4,000 to its current number of less than 3,500. Further cuts of 5% a year in real terms for the next three years would have meant that the HSE would have to make further reductions in either accident or ill-health investigations or the proactive work that helps to maintain them at their current levels.

The TUC, CWU and other unions expressed concerns that if the proposed cuts went ahead it could have a major effect on the service that the HSE provides and we argued strongly that we would see more injuries, more illness, and more being spent on medical treatment, sick pay, benefits and compensation. The unions further argued that the HSE could not simply absorb the cuts through slashing 'back room services' as the HSE has already made huge cuts in recent years and there is simply not the room for further reductions.

The previous cuts have already affected the service that the HSE gives. In the past four years the number of inspections fell by 25% while the number of prosecutions fell by 49%. It is hardly surprising that last year saw the highest number of workplace fatalities in five years.

Health and Safety Minister, Lord McKenzie of Luton, has this month announced a revised funding settlement in which the Health and Safety Executive (HSE) will now receive £724 million over the next three years 2008/9 to 2010/11. This in effect means that instead of the originally proposed 5% cuts, there will be a small increase in spending. Lord McKenzie said that the settlement was "a very good outcome" and reflected the importance the government placed on health and safety at work.

Lord McKenzie has also confirmed that the merger of the Health and Safety Executive (HSE) and Health and Safety Commission (HSC) is expected to be complete in the next few weeks, on 1st April with a formal launch in October. The Health and Safety Commissioners will become the Executive Board of the HSE. Judith Hackitt CBE – Chair of the Health and Safety Commission will become Chair of the HSE Board.

Judith Hackitt and Lord McKenzie have agreed that one of the first tasks for the new body will be to carry out a fundamental review for the new dynamic workplace health and safety strategy.

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

## 128

### **Working in Great Britain from Overseas – New HSE Guidance in Multiple Languages**

The Health and Safety Executive (HSE) has issued new on-line guidance for overseas workers and their employers.

The guidance opens by informing those

concerned that the HSE and local authorities are responsible for enforcing health and safety legislation in Great Britain (GB) and that the law provides protection for overseas workers whether they are working here legally or not.

This website will help overseas workers and their employers understand their roles and responsibilities under British health and safety law.

If you are working here from overseas, this website will help you:

- find out about your rights and responsibilities under health and safety law; and
- find information on health and safety including your basic rights and conditions of work such as working hours, rest breaks and time off.

If you are an employer, this website will help you find out about:

- good practice when employing temporary and overseas workers; and
- your legal responsibilities to them.

### **Other languages**

Parts of the HSE website are available in other languages as follows:

- Polish
- Lithuanian
- Slovak
- Portuguese
- Russian
- Romanian
- Hungarian
- Czech
- Ukrainian
- Latvian
- Estonian
- Bulgarian
- Chinese
- English

The website can be found at the following link: [www.hse.gov.uk/migrantworkers/index.htm](http://www.hse.gov.uk/migrantworkers/index.htm)

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

## **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**.

### **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](http://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**.

### **Sunday 13 April 2008: Day for Darfur Demonstration.**

12.30pm at the Sudanese Embassy, 3 Cleveland Row, St James's, London SW1A 1DD. UK organisers of the Day for Darfur are planning a major demonstration outside the Sudanese Embassy. Jonathan Freedland (The Guardian) will be compering the rally and he will be joined by speakers including politicians, activists and faith leaders. Musicians from a range of backgrounds will also contribute to the rally. For more information including details of coaches visit [www.globefordarfur.org](http://www.globefordarfur.org)

### **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](mailto: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](http://www.tuc.org.uk/extras/socialeuroperegistration.doc)

**Monday 21 April 2008: Agency Workers: Social Justice Long Overdue.** 1:30-4:15pm at the UCU Conference Centre, Britannia Street, London WC1. Organised by The Institute of Employment Rights. IER subscribers and members £45.00, trade unions £60.00 and commercial £120.00. When Andrew Miller's Temporary and Agency Workers (Prevention of Less Favourable Treatment) passed its second reading in the House of Commons on 22nd February the long promised and much needed statutory protection for agency workers came a step closer. To reserve your place contact **IER**, to Institute of Employment Rights, The People's Centre, 50-54 Mount Pleasant, Liverpool L3 5SD on tel **0151 702 6925** or [office@ier.org.uk](mailto:office@ier.org.uk)

**Wednesday 23 April 2008: TUC Social Policy Forum.** To be held at Congress House. Participation in the forum is free, but please note that the TUC cannot meet delegates' other expenses. An opportunity to discuss four social policy issues that are likely to be important over the coming months: maternity rights, child poverty, direct payments in social care and contracting-out public services to religious organisations. The Social Policy Forum is an opportunity for participants to discuss workplace and industrial issues in the context of the relevant social policy debates, and the speakers for each item will therefore include a trade union expert and an expert from another organisation. A number of highly-regarded speakers have agreed to participate, and we expect the demand for places to exceed supply. Places are limited, so to register please email **Emma Richards** on [erichards@tuc.org.uk](mailto:erichards@tuc.org.uk)

**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](http://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, 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>

**Saturday 17 May 2008 – Friday 23 May inclusive: Adult Learners' Week 2008.** Adult Learners' Week encourages thousands of adults, whatever their age and background, to give learning a go: whether it's learning for pleasure, catching up on skills missed out on at school or getting that new job or promotion. It also celebrates the learning achievements of those adults already learning and brings their inspirational stories to a wider audience. Thursday 22nd May, celebrates Learning in the Workplace. Contact for more information [www.niace.org.uk/ALW/2008/workplace/contact.htm](http://www.niace.org.uk/ALW/2008/workplace/contact.htm)

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

**Monday 16 June 2008: TUC Climate Change Conference: A Just Transition – Trade Unions & Climate Change.** 09:30 to 16:30 to be held at Congress House, Great Russell Street, London, WC1B 3LS. The TUC has played a leading role to date in working with affiliates globally, through the ITUC, to support a new treaty. This event will provide a timely opportunity for the TUC to engage in public debate with key affiliates in the trade union movement, and other key stakeholders in Government and business and NGOs, to

develop and promote TUC policy, reputation and support for an effective climate change strategy. Keynote speakers amongst others will include Rt Hon Hilary Benn, Secretary of State for the Environment and Frances O'Grady, TUC General Secretary. To register for this free event, please complete the flyer [www.tuc.org.uk/extras/climatechange08.pdf](http://www.tuc.org.uk/extras/climatechange08.pdf) and return to **Emma Richards**, TUC, Congress House, Great Russell Street, London WC1B 3LS or email [erichards@tuc.org.uk](mailto:erichards@tuc.org.uk)

**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](mailto: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](mailto:southwest@tuc.org.uk) or visit [www.unionlearn.org.uk/extrasul/greencamp08.pdf](http://www.unionlearn.org.uk/extrasul/greencamp08.pdf) to download information leaflet.

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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.*