

GENERAL

- 201** Liaison Meetings with CWU Group MPs
- 202** Branch Magazine Competition
- 203** Act Now – Stop the Fascist BNP – 2007 Elections
- 204** Women's Two Day Seminar – Birmingham
- 205** Equality & Diversity Mandatory Training for Branch Officials – Midlands (1)
- 206** Equality & Diversity Mandatory Training for Branch Officials – Midlands (2)
- 207** Equality & Diversity Mandatory Training for Branch Representatives – North West
- 208** Equality & Diversity Mandatory Training For Branch Officials – London

EQUAL OPPORTUNITIES

- 209** Harassment Complaints Database: Union Policy
- 210** Mandatory Equality & Diversity Training
- 211** Equality Conference Audit

HEALTH AND SAFETY

- 212** E-Petition to Support The Institute of Occupational Safety & Health's (IOSH) Campaign for Improved Health and Safety Teaching in the Classroom and Make it a Mandatory Subject of Every Curriculum
- 213** Road Safety Act 2007: Summary Information
- 214** Research on Safety Harnesses and Lanyard Webbing
- 215** Workers' Memorial Day Campaign
- 216** Most Reportable Work Accidents not Reported
- 217** HSE (Northern Ireland) – Health and Safety Representative's Award – Get Your Nomination In
- 218** TUC Safety Rep of the Year 2007 Award – Get Your Nomination In
- 219** CWU WMD Poster for 2008 – Review of List of CWU Members Killed at Work
- 220** Energy Saving (Daylight) Bill

TELECOMS

- 222** Project Pond: Update Report
- 223** Network Field Engineering: Team Member Capabilities, Behaviours and Standards
- 224** Network Operations: Accommodation Strategy
- 225** BTW Networks: Opportunities for Roles in Openreach
- 226** N&VM: H-IPCC Centre of Excellence
- 227** Accenture HR Services: Maternity Leave Policy
- 228** Accenture HR Services: Adoption Leave Policy
- 229** Accenture HR Services: Flexible Working
- 230** Accenture HR Services: Performance Management Time Lines

POSTAL

No items this week

LETTERS TO BRANCHES

321	04/04/07	Flexible Working Improvement, Maternity Rights and Adoption Rights Under the Work and Families Act 2006 – Michèle Emerson
322	05/04/07	Supply of Uniform – Bob Gibson
323	05/04/07	Royal Mail Pay and Efficiency – Dave Ward
324	10/04/07	Manpower Holiday Pay – Sally Bridge
325	10/04/07	National Men's Health Week 2007 June 11 – 17th Long Term Medical Condition – Dave Joyce
326	10/04/07	High Blood Pressure – The Facts Stroke and Heart Awareness Campaign – Dave Joyce
327	10/04/07	BT Global Services Global Sourcing Consultative Exercise – Bill McClory
328	10/04/07	The Message – Billy Hayes
329	10/04/07	NEC & National Representative Elections 2007 – Andy Kerr
330	11/04/07	Managing Under Performance Procedure – Grace Mitchell
331	11/04/07	Meeting of Branches with Members in BT Business – 18 April 2007 – Glynis Winestein
332	12/04/07	Ballots to be Conducted at Annual Conference: CWU Nominee for Election to the Labour Party NEC – Andy Kerr
333	12/04/07	Ballots to be Conducted at Annual Conference: Members Auditors, Trustees, Retired Members' Advisory Committee, Youth Advisory Committee, T&F SOC, PTS Representative to the Postal SOC – Andy Kerr
334	12/04/07	Ballots to be Conducted at Annual Conference: TUC, Labour Party, Women's Advisory Committee, Race Advisory Committee, Lesbian and Gay Bisexual and Transgender Advisory Committee, Disabilities and Special Needs Advisory Committee Postal Standing Orders Committee – Andy Kerr
335	12/04/07	POL Future of the Crown Office Network and Pay Negotiators – Andy Furey
336	12/04/07	Capita Pay Agreement 2006/07 – Andy Furey
337	13/04/07	Prosecuting Bad Driving – A CPS Consultation on Prosecution Policy and Practice – CWU Response – Dave Joyce
338	13/04/07	Union's Political Campaign for Dealing with Competition – Dave Ward, Billy Hayes
339	16/04/07	Accident Investigation Guide for Safety Representatives – Dave Joyce
340	16/04/07	New CWU Maternity Poster – Michèle Emerson
341	16/04/07	CWU Equality Disco Annual Conference 2007 – Michèle Emerson
342	16/04/07	BT Medical Retirement Procedure – Grace Mitchell
343	16/04/07	Royal Mail Letters Pay 2007 – Dave Ward
344	16/04/07	BT Supply Chain – Benchmarking Review – Ian Cuthbert
345	17/04/07	Closure of Solectron Cwmcarn – Grace Mitchell
346	17/04/07	Improving Communications – Kevin Slocombe
347	17/04/07	Campaigns and Petition to Reduce Work Related Road Risk (The Need for Better Road Injury and Best Investigation Prosecution Sentencing and Corporate and Accountability) – Dave Joyce
348	17/04/07	Ballots to be Conducted at Annual conference Youth Advisory Committee – Simon Sapper
349	17/04/07	Future of the Crown Office Network and Pay Negotiations – Andy Furey
350	18/04/07	Justice for Agency Workers Campaign – Next step – Sally Bridge
351	18/04/07	Cost of Democracy – Billy Hayes
352	18/04/07	Scheduled Attendance/Holiday Payments – Dave Ward
353	18/04/07	Parcelforce Pay 2007 Agreement – Terry Pullinger
354	18/04/07	Quadrant Pay 2007 Agreement – Terry Pullinger

GENERAL

201

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

202

Branch Magazine Competition

The annual awards rewarding the very best CWU branch magazines are up for grabs once again – and the competition will reach its climax next month at Annual Conference.

To enter, all you have to do is decide which edition of the magazine was your best of the last twelve months and send three copies to: **Marcia Murray**, CWU Communications Department, 150 The Broadway, Wimbledon, London, SW19 1RX.

Deadline for entries is **Friday May 18**, so don't delay – not least because as in previous years substantial prizes are at stake. Communications Department.

203

Act Now – Stop the Fascist BNP – 2007 Elections

The fascist British National Party are standing an unprecedented number of candidates in Scottish parliamentary elections, Welsh assembly and English and Scottish local elections.

The BNP holds 49 local council seats in England and is hoping to significantly increase these. The BNP's vote has increased 75-fold since 2000. It is now more important than ever to have a united national campaign to defeat them.

Since launching our campaign at a 600-strong national conference in February (Please see <http://www.uaf.org.uk/news.asp?choice=70222> for full report), Unite Against Fascism groups across the country have so far already distributed hundreds of thousands of leaflets in key areas in order to help stop the BNP by turning out the anti fascist vote. With four weeks campaigning until the local elections it is important you act now to stop the BNP.

For details of UAF activities in the weeks running up to the election period, including leafleting in key target areas, rallies, debates and gigs jointly organised by UAF/Love Music Hate Racism please contact the UAF office for further details on **020 7833 4916** or email us at unite@ucu.org.uk or www.uaf.org.uk

Register to vote by **Wednesday 18 April**. More information and help with voter registration at www.aboutmyvote.co.uk

Polling Day on **Thursday 3 May**.
General Secretary's Department.

204
Women's Two Day Seminar – Birmingham
We have organised a Women's Two Day Seminar to be held in Birmingham and are asking for nominations from branches in the region.

The course is being held on **11 – 12 June 2007** and the closing date for applications is **Friday 11th May**.

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

205
Equality & Diversity Mandatory Training for Branch Officials – Midlands (1)
In line with Conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses. This course is being held in the Midlands Region.

Tuesday 8th May 2007 – Derby

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

206
Equality & Diversity Mandatory Training for Branch Officials – Midlands (2)
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 Midlands Region.

Monday 21st May – Birmingham
Wednesday 30th May – Birmingham

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

207
Equality & Diversity Mandatory Training for Branch Representatives – North West
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 West Region.

Thursday 3rd May – Manchester
302a Barlow Moor Rd
Chorlton Park
Manchester
M21 8AY

Wednesday 9th May – Preston
75 Garstang Rd
Preston
PR1 1LD

Tuesday 15th May – Warrington
The Learning Academy Room
BT Warrington Contact Centre
110 Europa Boulevard
Westbrook
Warrington
WA5 5FZ

Wednesday 23rd May – Bootle
Alliance & Leicester Building
Bridle Road
Bootle
Merseyside
GIR 0AA

Tuesday 29th May – Liverpool
Royal Mail
Copperas hill
Liverpool
Merseyside
L3 1AA

Tuesday 19th June – Stockport
Mowbray House
Mowbray Street
Stockport
SK1 3EJ

Tuesday 26th June – Bolton
Royal Mail House
Stone Hill Road
Farnworth
Bolton
BL4 9XX

Wednesday 4th July – Crewe
Royal Mail
2 Weston Road
Crewe
Cheshire
CW16 1AA

Tuesday 10th July – Manchester
302a Barlow Moor Rd
Chorlton Park
Manchester
M21 8AY

Tuesday 17th July – Carlisle
Royal Mail
Junction Street
Carlisle
Cumbria
CA1 1AA

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

Carl Webb
Regional Secretary

208
Equality & Diversity Mandatory Training For Branch Officials – London

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 London Region.

Thursday 21st June – CWU HQ
Thursday 12th July – CWU HQ
Wednesday 12th September – CWU HQ

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**

EQUAL OPPORTUNITIES

209

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.

210

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.

211

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

212

E-Petition to Support The Institute of Occupational Safety & Health's (IOSH) Campaign for Improved Health and Safety Teaching in the Classroom and Make it a Mandatory Subject of Every Curriculum

In the UK over the last ten years, 66 under 19s were killed at work and over 14,500 suffered major injuries. Almost 52,000 other teenagers were hurt whilst in work. These deaths and injuries can be prevented. Furthermore the government should signal the importance of health and safety when setting its strategic priorities for education, training and skills.

Derek Maylor CWU Union Safety Rep and Chair of the CWU North West Regional Health and Safety Forum has set up a petition on the 10 Downing Street Prime Minister's e-petitions system and the Health, Safety & Environment Department is happy to endorse and support the petition.

We would urge all reps and members to sign-up to the e-petition.

Note

The 10 Downing Street Prime Minister's e-petitions system which was launched in November 2006 to provide a service to allow citizens, charities and campaign groups to set up petitions that are hosted on the 10 Downing Street website, enabling anyone to address and deliver a petition directly to the Prime Minister.

The e-petition system has been designed

to be transparent and trustworthy. For legal and anti-spam reasons this site cannot host every petition submitted, but the rule is to accept everything that meets the terms and conditions of use.

The Petition reads:

"We the undersigned petition the Prime Minister to support The Institute of Occupational Safety & Health's campaign for improved health and safety teaching in the classroom and make it a mandatory subject of every curriculum".

Deadline to sign up by: **05 October 2007**.

To sign the petition go to this link: <http://petitions.pm.gov.uk:80/youngpeoplework/>

All enquiries concerning the above should be addressed to **Dave Joyce** National Health, Safety & Environment Officer quoting **reference EX4**

213

Road Safety Act 2007: Summary Information

On **27 February 2007** the Road Safety Act 2006 came into force in the UK. Amongst many changes the Road Safety Act does the following:

Amended Penalties

Introduced a new offences of causing death by careless or inconsiderate driving (up to 5 years in prison & doubling fines to £5,000).

Introduced a new offences of causing death by driving while unlicensed, disqualified or uninsured (up to 2 years in prison).

It cracks down on motorists who break the law by driving without insurance.

It cracks down on motorists using a vehicle that is unroadworthy.

It also make it more difficult for foreign drivers to escape penalties for driving offences committed in the UK.

It offers more appropriate penalties for offences such as speeding.

Compulsory surrender of old-style driving licences (£1,000 maximum fine).

Failing to comply with regulations on speed camera detectors (fixed penalty of £60 and 3 points or up to £2,500 discretionary disqualification, obligatory 3-6 points on conviction).

Introduced a new offence of driving a vehicle in a position, which does not give proper control or a full view of the road and traffic ahead. This offence can be used where a driver has been distracted by using a hands-free phone, dialling a number or has driven poorly by eating a sandwich for example.

It introduced harsher penalties for driving whilst using a hand-held mobile phone*.

Graduated fixed penalties and retraining for speeders.

Maximum fine for failing to stop a vehicle when required increased from £1,000 to £5,000.

A new penalty for the very old offence of 'furious driving' (discretionary disqualification, obligatory endorsement of 3-9 points).

Obligatory (rather than discretionary) 6 month disqualification for using a vehicle in a dangerous condition if the offence is committed within 3 years of a previous conviction for the same offence.

Increase in the penalty points from 3 to 6 for failure to give information to police to identify the driver for certain offences.

New rules to enable the future use of alcohol ignition locks for repeat drink-drivers.

***Mobile Phones – You must not:**

- Drive holding a mobile phone
- Supervise a driver while holding a mobile phone
- Cause or permit a driver to drive while holding a mobile phone.

Penalties

If you breach the law the new penalties are a No Fixed Penalty Notice fine of £60 plus 3 penalty points.

Cases dealt with by the court can incur a fine of up to £1,000 or £2,500 for drivers of goods vehicles, buses or coaches.

Further secondary legislation is to follow. A summary some of the other changes are listed below:

VOSA (Vehicle and Operator Services Agency) – New Powers

In a move for VOSA to ease the pressure on police, as well as helping crack down on unroadworthy vehicles, illegal road-users and the problems with foreign lorry drivers and vehicles committing offences VOSA examiners have been empowered with the authority to stop and inspect goods and passenger vehicles for spot checks and may give fixed penalty notices.

VOSA Enforcement Officers can require a deposit to be paid in lieu of a financial penalty for those who cannot supply a satisfactory UK address. If the deposit is not paid officers may impound the vehicle and load, prohibit the driving of the vehicle, immobilise it or remove it for disposal.

Enforcement Officers to immobilise, remove and dispose of vehicles prohibited from driving for offences such as drivers' hours and unfit or overloaded vehicles.

Inclusion of relevant fixed penalties as notifiable to the Traffic Commissioner on application and when considering taking action against a goods or passenger vehicle operator's licence

Establishment of driving records as a replacement of the counterpart and for unlicensed or foreign drivers committing traffic offences

Introduction of fees for the issue of licences

after 10 years.
Health and Safety Department

214 Research on Safety Harnesses and Lanyard Webbing

The Health and Safety Laboratory (HSL) has published a new research report on the strength of safety harnesses and lanyard webbings.

The researchers assessed the tensile strength of safety harness and lanyard webbings, with the main objective being to examine the effects of different types of abrasion on the webbings.

The tensile properties of the webbings used to manufacture safety harnesses and lanyards are important because safety harnesses and lanyards are mainly used on construction sites and are exposed to many degrading factors which affect their performance.

The researchers developed a test rig comprising of two parts that separated to dynamically load the webbing material. Ten samples in all were tested. Two of the webbing types tested failed; two of the webbing types tested did not break.

HSL/2007/12: Assessment of the Effects of Different Types of Abrasion on the Tensile Strength of Safety Harness and Lanyard Webbings can be accessed at www.hse.gov.uk/research/hsl_pdf/2007/hsl0712.pdf

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX5**.

215 Workers' Memorial Day Campaign

Petition to: Declare International Workers' Memorial Day on 28th April a National day of mourning.

The national workplace safety campaign group, "Families Against Corporate Killers" (FACK), has arranged a petition to ask the UK Government to give official recognition to **Workers' Memorial Day on 28 April 2007**.

The petition reads:

"We the undersigned petition the Prime Minister to Declare International Workers' Memorial Day on 28th April a National day of mourning".

The initiative has been launched by Dorothy Wright, a founder member of FACK and the campaign has received the backing of safety campaign groups and trade unions.

The Health, Safety & Environment Department is urging Safety Reps and members to sign up to the petition. Branches will recall that we have written to the Prime minister every year for the last three years on this matter.

Remember – Most workers don't die of mystery ailments, or in 'tragic accidents'. They die because an employer decided their safety

just wasn't that important a priority.

Tens of thousands die as a result of work-related accidents and diseases each year. The country should remember them on this day, as they do in other countries and by doing so reduce this slaughter."

The deadline for signing the petition is 28 April 2007, i.e. Workers' Memorial Day itself. The petition is currently nearing 1000 signatures.

The online petition can be accessed at: <http://petitions.pm.gov.uk/workersmemorial/>
Dave Joyce
National Health, Safety & Environment Officer

216 Most Reportable Work Accidents not Reported

New research for the Health and Safety Executive suggests most legally reportable workplace accidents, including major injuries, are not being reported.

Researchers from the University of Liverpool interviewed around 600 patients at the Royal Liverpool University Hospital who had suffered reportable work-related injuries and found only 30 per cent of reportable accidents to employees had in fact been reported as per the legal requirements of RIDDOR. The situation was worse still for self-employed workers, where only 2 of the 15 reportable injuries (13 per cent) were reported. HSE had previously thought reporting rates were higher, at about the 50 per cent mark.

Under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR), employers, the self-employed and anyone in control of work premises should report deaths, major injuries or any other injury leading to the injured worker having three days or more away from work or having to be moved on to "reduced light duties" for 3 days or more.

Of the accidents reported to the HSE, the researchers found that the main reason to be because of the rule requiring reports on incidents resulting in a worker incurring 3 days or more sick leave from work. However other requirements to report incidents under RIDDOR such as the category of major injuries or where an injured worker has had to spend 3 or more days on reduced duties were largely ignored and not reported as required by the law.

In the light of the findings, which are no surprise to the Health, Safety & Environment Department that under-reporting is the norm, Safety Reps are advised to:

- Ensure that accidents are both properly reported and notified by members.
- Investigate workplace accidents.
- Receive and retain information relating to workplace accidents.

Note

The Health, Safety & Environment Department will shortly be issuing and LTB "Accident

Investigation Guide For Safety Representatives”.

To read the full 34 page HSE report entitled “An investigation of reporting of workplace accidents under RIDDOR using the Merseyside Accident Information Model” go to: <http://www.hse.gov.uk/research/rrpdf/rr528.pdf>

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer, quoting **reference No. EX5**.

217 HSE (Northern Ireland) – Health and Safety Representative’s Award – Get Your Nomination In

Further to LTB 138/07 issued on 16 February this is to remind branches and Safety Representatives in Northern Ireland that the Irish Congress of Trade Unions (NIC ICTU) and CWU want to demonstrate and acknowledge the range of work currently undertaken by lay union representatives on behalf of their members and the community. HSE (NI) in partnership with the Northern Ireland Committee ICTU, are seeking nominations for this year’s Health and Safety Representative’s Award.

The purpose of this award is to recognise the contribution Safety Representatives have made and continue to make in improving health and safety standards in their workplace. This award is open to both trade union appointed Health and Safety Representatives and elected representatives of employee safety, under the Health and Safety (Consultation with Employees) Regulations (NI) 1996.

In competing for the award, nominees will be judged upon written evidence to fulfil specific criteria. Weightings have been assigned to each of the criteria and a mark will be allocated depending upon the strength of the supporting evidence provided by the Health and Safety Representative to demonstrate how he/she has fulfilled its particular requirements. Short-listing and selection will be made by a panel constituted by HSE(NI).

Entries are made through the completion of a nomination form. The nomination form may be completed by either the Safety Representative, the employer or union body, but must be verified by the Safety Representative’s employer or full time National Official.

The closing date for completed entries is **Thursday 19 April 2007**. Nominees will therefore need to ensure that application forms are returned to the HS&E Department for signing ahead of the closing date.

Completed forms should then be returned to David Beck, HSENI, 83 Ladas Drive, Belfast BT6 9FR.

Further information can be obtained by contacting **HSE(NI)** on **0800 0320 121**.

The CWU Health, Safety & Environment Department is supporting the award and is seeking nominations from CWU Safety Representatives in Northern Ireland.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX5**.

218 TUC Safety Rep of the Year 2007 Award – Get Your Nomination In

Further to LTB 205/07 issued on 6 March this is to remind branches and Safety Representatives that the TUC and CWU want to demonstrate and acknowledge the range of work currently undertaken by lay union representatives on behalf of their members and the community.

For the third year, the TUC will be making an award to the trade unionist who represents the best aspects of being a Safety Representative. This is not intended to be a competitive award, and the TUC is keen to develop this award over the coming years. The award will be made at the **2007 Congress**, which takes place in **Brighton** from **10-13 September**.

Download the nomination form here. In line with the practice for all TUC awards there will be one overall winner of the award.

For the last three years the CWU Health, Safety & Environment Committee has supported the award and having given consideration to how CWU nominations should be made, the committee decided that there should be one nomination from each of the 10 Regional Health & Safety Forums. Branches, Safety Representatives and Regional Health & Safety Forums were invited to comment and put forward any alternative suggestions for making nominations for the award in previous years but no alternative suggestions were received at HQ. We are therefore inviting nominations on the same basis as the last three years.

TUC Safety Reps Award Nomination Form were distributed attached to LTB 205/07 and should be submitted to the Health, Safety & Environment Department by the **31 May** in order that the forms can be checked, completed and signed by the General Secretary for submission to the TUC by the **closing date of Friday 8 June**.

Will branches ensure that Safety Reps wishing to be considered for the award complete the attached form and submit it to the Regional Health and Safety Secretary from which the forums will decide and submit one nominee to CWU Headquarters Health, Safety & Environment Department.

The TUC have stated that when making nominations it must be remembered that it is the person’s activities as a Safety Rep that will be considered, not general safety work. The TUC’s decision about any aspect of this award is final.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX10**.

219 CWU WMD Poster for 2008 – Review of List of CWU Members Killed at Work

The CWU/HQ Health, Safety & Environment Department, has received an enquiry from a branch regarding a request to add the name of a member killed at work to the CWU Workers’ Memorial Day Poster for next year 2008.

This is to inform all branches and Safety Representatives that we are more than happy to meet branches requests in this regard and to add the names of members killed at work to the list for next year. If there is a name of a member that you would like to be added then please submit the name, grade and details of the deceased member concerned and a short summary of the circumstances of fatal incident at work which brought about the sad death.

The Health, Safety & Environment Department and we will endeavour to make the addition when preparing next year’s poster. Additionally if any Safety Representative or branch wishes to suggest a design for next year we will also consider suggestions in that regard also.

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

220 Energy Saving (Daylight) Bill

Further to LTB 245/07 this is to inform branches that a response was received from Jim Fitzpatrick MP DTI Minister for Employment Services & Postal Services Minister For London, confirming that Tim Yeo’s “Energy Savings (Daylight) Bill did not receive government support and failed to progress past the second reading stage, effectively killing it off. The Minister confirmed agreement with the current CWU position that the Government is not convinced that a change to current time arrangements would be in the best interests of the UK and the impact of darker mornings should not be underestimated.

Tory MP Tim Yeo had launched his Private Members Bill in the House of Commons proposing exactly the same as the previous Private Members “Lighter Evenings (Experiment) Bill” which was launched in the House of Lords by Lord Tanlaw but failed last May. The union strongly opposed both bills as we have with previous attempts to change the clocks after once again consulting branches in Scotland, Northern Ireland and the North East.

Over the past 15 years there has been 8 attempts via Private Members Bills in both the Commons and the Lords to effect a change to the way the clocks are set in the UK by effectively moving the UK to Central European Time (CET). The idea behind these bills is to change the law so as to advance time by one hour ahead of Greenwich Mean Time in winter and two hours ahead in summer (so called “double summertime”) which would create lighter evenings and darker mornings. Such bills today have the added twist under devolved government that the Scottish Parliament, the Welsh Assembly and the Northern Ireland Assembly may take a different

view and could create different time-zones across the UK.

The Health, Safety and Environment Department is obviously pleased to once gain Government support for our position of strong opposition to the change. We are mindful that with changing attendance and duty patterns e.g. later delivery times – 09.00 first letter etc. we should keep our policy under review should there be future parliamentary debates on such time zone changes but will need to bear in mind that latter starts out on the streets, reducing time in the dark would be cancelled out if the clocked moved forward and effectively put our people back in the dark.

The possibility of different time-zones across the UK would also be an undesirable change if not ruled out. We will need to consider all these aspects if and when Parliament examines the question of time changes again as it undoubtedly will in the future.

All enquiries concerning the above should be addressed to **Dave Joyce** National Health, Safety & Environment Officer quoting **reference No. EX4**

221
Health Awareness Campaign Months, Weeks & Days
See page 9.

TELECOMS

222
Project Pond: Update Report
Attached for the information of branches is a copy of an internal briefing advising that the plans to offshore both SDH and Interconnect Testing have been withdrawn.
Brian Healy
Assistant Secretary

223
Network Field Engineering: Team Member Capabilities, Behaviours and Standards
Branch Officials Bulletin No.10/2007, paragraph 152, contained an attachment with regards to Team Member Capabilities. Furthermore, it was stated that these standards were not part of any consultation with the CWU and therefore not agreed.

Following representations at national level where the new revised standards were challenged, the attached letter has been received. Network Operations have made a clear statement that this document has no status and that previously provided to branches which was agreed, is the appropriate authoritative source document.
Brian Healy
Assistant Secretary

224
Network Operations: Accommodation Strategy
The union has been notified that the appeals flowing from the exceptions exercise have

been adjudicated upon.

This decision has been communicated to the line managers with the intent to cascade down to the appropriate operational units.

Brian Healy
Assistant Secretary

225
BTW Networks: Opportunities for Roles in Openreach

Branches may wish to be made aware of an internal briefing seeking volunteers to transfer to Openreach.

Although the closing date has passed, it is still an open opportunity if members have missed seeing this notice due to annual leave arrangements.
Brian Healy
Assistant Secretary

226
N&VM: H-IPCC Centre of Excellence
The initial report on the creation of the H-IPCC Service was reported in Branch Officials Bulletin No.13/2007, paragraph 199.

Management have confirmed that the individuals affected at Reading can all be found alternative roles within the Proactive organisation in Network and Vendor Management. This is due to reassigning work, based on increases required in Featurenet and 21C resource.

This will enable the individuals at Reading to express an interest in the CofE roles or remain within their current organisation. The union believes that the CofE is a good opportunity to gain future skills in a new area and that there is a high degree of longevity of the function.

The process for underpinning the band/grade assessment continues and the Executive Team awaits the output which will be shared with branches.
Brian Healy
Assistant Secretary

227
Accenture HR Services: Maternity Leave Policy

Following the report to branches on improved Maternity Leave, attached for the information of branches is a copy of the revised policy.

This includes updates to leave and salary arrangements, changes in terminology with regards to pensions and contact arrangements, and a greater clarity and emphasis that the policy does not apply to agency personnel.
Brian Healy
Assistant Secretary

228
Accenture HR Services: Adoption Leave Policy

Following the report to branches on improved Adoption Leave, attached for the information of branches is a copy of the revised policy.

This includes updates to leave and salary arrangements, changes in terminology with

regards to pensions and contact arrangements, and a greater clarity and emphasis that the policy does not apply to agency personnel.

Brian Healy
Assistant Secretary

229
Accenture HR Services: Flexible Working
Attached for the information of branches is the revised policy which takes note of the changes which embrace Flexible Working for employees who are carers for adults.

Brian Healy
Assistant Secretary

230
Accenture HR Services: Performance Management Time Lines

Attached for the information of branches with members in Accenture HR Service is a copy of the ACS timescales for this closing year. Branches may come across the phrase "laddering"; this is the Accenture Group-wide phrase for "levelling" between "peer" comparable groups for the purpose of consistent assessment marking.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

October 2006 – June 2007: London Socialist Film Co-op Film Season.
Screenings held on second Sunday of the month from October to June 10.30 for 11 am. Screenings showing at Renoir Cinema, Brunswick Square, London WC1. Nearest tube Russell Square. Tickets cost £7.00, concessions £5.00. Discount to annual members £1.00. Tickets on sale from 10.30 am on day of screening. To book in advance tel **020 7837 1177** (12 noon to 8.00 pm) or go to **www.curzoncinemas.com** or visit the Box Office (12 noon to 8 pm).

Thursday 19th – Saturday 21st April 2007: Climate Change. Climate Outreach Information Network (COIN) and Ruskin College are presenting a two day residential course. It has been specifically designed for active trade union members who want an intensive course on climate change to cover all the basic science, social justice issues and actions that can be taken in relation to climate change. Speakers include Jo Hamilton, Climate Change Institute, Oxford University George Marshall, Climate Outreach Information Network and more. For more information contact **Tim Baster**, Climate Outreach Information Network (COIN), 16B Cherwell St, Oxford OX4 1BG, UK. Office Tel. **01865 727 911**, Mobile: **07906 187 873** Email: **tim@COINet.org.uk** – Website: **www.COINet.org.uk**

Saturday 28 April 2007: Workers' Memorial Day. International commemoration of all workers who died at work, or through

work-related illness. For more information visit www.icftu.org/ or www.hazards.org/

Tuesday 1 May 2007: London May Day. Assemble Clerkenwell Green, London EC1 – 12 noon – move off 13.00 to Trafalgar Square. The London May Day has been a unique bringing together of trade unionists, workers from the many international communities in London, pensioners, anti-globalisation organisations, students, political bodies and many others in a show of working class unity. The whole theme of May Day is unity and solidarity – across the city, across the country, across the world. Speakers include Tony Benn, Alison Shepherd (UNISON) TUC President, Jeremy Dear General Secretary NUJ, Megan Dobney Regional Secretary SERTUC and speakers from Migrant Workers Organisations. For more information visit www.londonmayday.org

Wednesday 9 May 2007: New Labour – 10 Years On. To be held at Old Theatre, London School of Economics, Houghton Street – 18:30 to 20:00. Many children approaching adulthood today will not remember anything other than a Labour government. So 10 years on from that sunny Friday morning, the new dawn of New Labour, what has been achieved and how has Britain changed? What does it mean to be New Labour today, ten years on, and what big ideas will dominate the next ten years? Speakers include former MP Oona King, will assess the legacy of New Labour's decade, and debate its future, Rt Hon. Lord Neil Kinnock, Professor Lord Anthony Giddens, Ed Miliband MP, Stephen Twigg, Progress Chair and Director of the Foreign Policy Centre. For more information contact **Progress** on **020 3008 8180** or email office@progressives.org.uk

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**.

Tuesday 22 May 2007: First 100 Days: Constitutional reform – Labour's unfinished business? 18:00 – 19:30 – Committee Room 11, House of Commons. Confirmed speaker: Jack Straw. Devolution to Scotland, Wales and Northern Ireland, the

Human Rights Act and reform of the House of Lords are seen by some as New Labour's proudest achievements. But could they have gone further? Debate with Rt Hon Jack Straw MP, Leader of the House of Commons; Jonathan Freedland, The Guardian; Chris Leslie, Progress Vice Chair and Director of the New Local Government Network; Stephen Twigg (chair); and more speakers TBC. For more information contact **Tom Brooks Pollock** on **0203 008 8180** email: tom@progressives.org.uk

Monday 4 June 2007: On Target – Environment Policy and the Climate Change Bill. 09:30 – 15:30 at Congress House, London WC1. A TUC one-day conference with David Milliband, Secretary of State.

Tuesday 19th June 2007: The RMT Annual Garden Party. Takes place again this year at Maritime House, Clapham, London commencing at 7.00 p.m. Tickets are £17 each and include a free bar, buffet and music. Anyone wishing to attend this event should contact RMT direct to purchase tickets on **020 7387 4771** or [email info@rmt.org.uk](mailto:info@rmt.org.uk)

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

Friday 13th – Sunday 15th July 2007: Tolpuddle Martyrs' 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 visit www.tuc.org.uk/tolpuddle

Sunday 15 July 2007: Rise: London United 2007. Clapham Common, London SW4 (subject to licence). 12pm – 8:30pm. Free event. The Mayor of London Ken Livingstone is backing Europe's largest anti-racist festival. The event is backed by the Trades Union Congress, National Assembly Against Racism and diverse community organisations. Rise: London United 2007 will feature a wide range of music, performance and other activities. Past performers include Graham Coxon, De La Soul, Common, Buzzcocks, Roy Ayers, Sway and the Wailers, with stages featuring African, Asian and Cuban music, Dub and hip hop DJs, comedy acts and the annual Poetry Slam organised in conjunction with the Poetry Society. There will also be a children's play area, food and drink, exhibitions and arts and crafts. The Mayor said the venue for this year's event had extra significance in 2007 – the bicentenary year of the abolition of the transatlantic slave trade: 'This year's Rise: London United is taking place in Clapham, which has strong historical links to the campaigners who helped bring in the legislation, which brought to an end the transatlantic slave trade in Britain'. More details will be announced shortly. Public information: www.risefestival.org or **020 7983 6554**.

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

Marcia Murray
CWU Communication Department
150 The Broadway
Wimbledon SW19 1RX
Tel: **020 8971 7497**
Email: mmurray@cwu.org

Details must arrive nine days before publication and must include a contact phone number, brief summary of the event, email and website address. Listings are free, but inclusion is not guaranteed.

Health Awareness Campaign Months, Weeks & Days

Please find below a list of Health Awareness Campaign months, weeks & days, which branches and Health & Safety Reps may have an interest in, for example, organising involvement or obtaining information for local campaigns.

April 2007

Parkinson's Awareness Week	United Kingdom 18th - 25th (TBC)	Parkinson's Disease Society http://www.parkinsons.org.uk/
National MS Week	United Kingdom 22nd - 29th	MSSociety www.mssociety.org.uk
Arthritis Care Awareness Week	United Kingdom 22nd - 28th	Arthritis Care www.arthritiscare.org.uk

May 2007

M.E. Awareness Week	United Kingdom 7th - 13th	Action for M.E. http://www.afme.org.uk/
National Breastfeeding Week	United Kingdom 8th - 14th	National Health Service http://www.breastfeeding.nhs.uk/
Epilepsy Week	United Kingdom 14th - 20th	Nat. Society for Epilepsy http://www.epilepsynse.org.uk/
National Allergy Week	United Kingdom 15th - 21st	Allergy UK http://www.allergyuk.org/
Psoriasis Awareness Week	United Kingdom 15th - 22th	The Psoriasis Association http://www.psoriasis-association.org.uk/
Spinal Cord Injury Awareness Day	United Kingdom 19th	Spinal Injuries Association http://www.spinal.co.uk/

June 2007

National Osteoporosis Month	United Kingdom	Nat Osteoporosis Society www.nos.org.uk
Mens Health Week	United Kingdom 11th-17th	Mens Health Forum www.menshealthforum.org.uk/
Sexual Health Week	United Kingdom 2nd - 8th (TBC)	Family Planning Association www.fpa.org.uk
Stillbirth & Neonatal Death Week	United Kingdom 3rd - 11th (TBC)	SANDS Society www.uk-sands.org
Downs Syndrome Awareness Week	United Kingdom 4th - 10th	Down's Syndrome Association www.downs-syndrome.org.uk
British Heart Week	United Kingdom 4th - 12th	British Heart Foundation www.bhf.org.uk
Diabetes Week	United Kingdom 12th - 18th	Diabetes UK www.diabetes.org.uk
Huntington's Disease Awareness Week	United Kingdom 21st - 27th (TBC)	Huntington's Disease Association www.hda.org.uk
Deafblind Awareness Week	United Kingdom 27th - 3rd July	Deafblind UK www.deafblind.org.uk

July 2007

Sickle Cell Awareness Month	United Kingdom	Sickle Cell Society www.sicklecellsociety.org
Gut Week	United Kingdom 18th - 24th	The IBS Network www.ibsnetwork.org.uk

August 2007

Sexual Health Week	United Kingdom 7th - 13th	The Family Planning Association www.fpa.org.uk
--------------------	---------------------------	--

September 2007

Migraine Awareness Week	United Kingdom 4th - 10th	Migraine Action Association www.migraine.org.uk
National Eczema Week	United Kingdom 17th - 21st	National Eczema Society www.eczema.org
Leukaemia Awareness Week	United Kingdom 24th - 31st	Leukaemia Research Fund www.lrf.org.uk

October 2007

Breast Cancer Awareness Month	United Kingdom	Breast Cancer Care www.breastcancercare.org.uk
Lupus Awareness Month	United Kingdom	St. Thomas' Lupus Trust www.breastcancercare.org.uk
Back Care Awareness Week	United Kingdom 11th - 17th	BackCare www.backcare.org.uk
Stroke Awareness Day UK Campaign Launch	United Kingdom 3rd	The Stroke Association www.stroke.org.uk

November 2007

Scleroderma Awareness Week	United Kingdom 7th - 11th	Raynauds and Scleroderma Association www.scleroderma.org.uk
Mouth Cancer Awareness Week	United Kingdom 13th - 19th	British Dental Health Foundation www.dentalhealth.org.uk

January 2008

Bug Busting Day	United Kingdom 31st	Community Hygiene Concern www.nits.net
-----------------	---------------------	--

February 2008

Raynaud's & Scleroderma Awareness Month	United Kingdom	Raynauds & Scleroderma Association www.scleroderma.org.uk
Eating Disorders Awareness Week	United Kingdom 5th - 11th	Eating Disorders Association www.edauk.com
National Impotence Day	United Kingdom 14th	Sexual Dysfunction Association www.sda.uk.net

March 2008

Marie Curie Daffodil Campaign(Cancer Care)	United Kingdom	Marie Curie Cancer Care www.mariecurie.org.uk
Ovarian Cancer Awareness Month	United Kingdom	WellBeing www.wellbeingofwomen.org.uk
National Cystic Fibrosis Week	United Kingdom 18th - 26th	Cystic Fibrosis Trust www.cftrust.org.uk
Prostrate Cancer Awareness Week	United Kingdom 21st - 27th	The Prostrate Cancer Society www.prostate-cancer.org.uk
Mental Health Action Week	United Kingdom 26th - 1st April	Mental Health Foundation www.mentalhealth.org.uk
No Smoking Day	United Kingdom 8th	No Smoking Day www.nosmokingday.org.uk

All enquiries concerning the above should be addressed to **Dave Joyce** National Health Safety & Environment Officer quoting **reference No. D1**