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- 272** 07/04/2008 Ballots to be conducted at Annual Conference 2008: Members Auditors, Trustees, Retired Members Advisory Committee, Youth Advisory Committee, T&FS SOC and PTS Representative to the Postal SOC – Tony Kearns
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GENERAL

129 Two-day Postal Organising Ambassadors Course – Belfast

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

Monday 2nd – Tuesday 3rd June 2008
– Belfast

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

130 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.

**131
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

**132
HSC/HSE Merger**
The Health and Safety Commission and the Health and Safety Executive were originally established as part of the 1974 Health & Safety at Work Act as two separate Non-Departmental Public Bodies.

On Monday 31 March Health and Safety Minister Lord McKenzie signed the Legislative Reform Order which gives effect to the merger of the HSE and HSC. Therefore, on Tuesday 1st April 2008, the Health & Safety Commission and the Health and Safety Executive merged into one single statutory national regulatory body to become the Health and Safety Executive, responsible for promoting the cause of better health and safety at work and the lead body responsible for the promotion and enforcement of health and safety at work standards.

The Chair of the Health and Safety

Commission, Judith Hackitt, now becomes the Chair of the Health and Safety Executive and the Commissioners now become non executive directors of the new HSE. The former board of HSE becomes the Senior Management team (SMT) led by Chief Executive Geoffrey Podger.

The new Board of HSE takes responsibility for running all aspects of the organisation, including setting the overall strategic direction, financial and performance management. It will be reviewing its strategy over the coming months to develop a long term view for the next five years, and it expects to publish a new strategy towards the end of 2008.

The merger will not fundamentally change day to day operations.

In short, the new HSE will be a single national regulatory body responsible for promoting better health and safety at work in Great Britain, covering England, Scotland and Wales.

For Northern Ireland, the HSE(NI) (The Health and Safety Executive for Northern Ireland) is an executive Non-Departmental Public Body sponsored by the Department of Enterprise, Trade and Investment (DETI). HSENI is the lead body responsible for the promotion and enforcement of health and safety at work standards in Northern Ireland.

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

133 LDV Maxus Rear Doors Retaining Mechanism Fault – Royal Mail Courier April Edition Letters Page

A letter appeared in the April Royal Mail Courier on page 20 with the headlines “The driver got trapped in his van after wind slammed the door shut while he was in the back” and it describes it as a “comical incident” which of course it is not because it is not a ‘one-off’ and because as we know, a considerable number of our members have unfortunately found themselves in similar situations and they did not find it funny at all because they were trapped in total darkness and feared for their safety and security.

For the Courier to make a joke of it is irresponsible. The letter describes an incident where a driver got locked in the back of his van when the wind blew the doors shut and the driver had to be rescued by colleagues coming out with spare keys to let him out after members of the public alerted Royal Mail.

This is typical of the LDV Maxus Van rear door fault which we have identified but

obviously the Courier never got in touch with Vehicle Services for information and a response to this letter and they missed the opportunity of mentioning the fact that the CWU flagged this problem up some time ago after a series of incidents across the UK. The Courier also failed to give the opportunity to Vehicle Services to detail all the good work done to rectify the problem including the agreement with LDV to fund a national programme of rear door retainer modifications with Vehicle Services and CWU working together on this. A complaint has been made to Royal Mail HQ, Vehicle Services and to the Courier Editor Mathew Eastley.

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

POSTAL

134

Trials of New Uniforms

Trials of a new design of Royal Mail uniforms have been taking place at a number of locations. Royal Mail has provided us with the attached report in that connection and this is being circulated to branches for information purposes.

The branches concerned in the trials have had sight of the document and no further comments have been received.

Any enquiries to **Bob Gibson's Department**, reference 500.

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**.

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

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

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

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

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, 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 8th, Friday 9th and Saturday 10th May 2008: Ila Haifa – A Special Performance of Palestinian Art and Culture in London. To be held at the Greenwood Theatre, Weston Street, London SE1 3RA, at 7.30 pm. This May, al Zaytouna, Britain's leading dabke dance troupe, will be performing the first adaptation of Ghassan Kanafani's "Ila Haifa" (Returning to Haifa) fusing music, theatre, contemporary and traditional

Palestinian dance. Tickets cost £15 full, £12 concession in advance, and £17 full and £15 on the door. To purchase tickets by card, call **020 7700 6192**, or send a cheque payable to PSC to PSC Box BM PSA London WC1N 3XX. The performance coincides with the Nakba rally in London on 10 May, so participation in the rally can be combined with a trip to the theatre. Funds raised through the performance will be used to develop the work of al Zaytouna and PSC. Email: info@palestinecampaign.org Web: www.palestinecampaign.org

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

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 and return to **Emma Richards**, TUC, Congress House, Great Russell Street, London WC1B 3LS or email 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**

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:

Marcia Murray
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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.