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**135****Union Skills I Course**

The Communication Workers Union has organised a Union Skills I course, to be held at the Elstead Hotel, Bournemouth. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **18 – 22 August 2008** and the closing date for nominations is **3rd July**.

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 required 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 applies. For Postal branches, please refer to LTB No. 096/07, issued 5th February 2007.

Those nominees who are committee members, branch representatives or branch officers are entitled to leave with pay.

Nominations should be made on the form for education courses, and returned to Alvescot Lodge by the closing date shown. If you nominate more than one member (a maximum of two please), indicate the order of preference if necessary and please apply for only one course at a time.

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**

**136****Union Skills II Course**

The Communication Workers Union has organised a Union Skills II course, to be held at the Elstead Hotel, Bournemouth. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **4 – 8 August 2008** and the closing date for nominations is **19th June**.

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

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

**137****Union Skills III Course –CWU HQ, Wimbledon**

The Communication Workers Union has organised a Union Skills III course, to be held at the union's HQ in Wimbledon. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **23 – 27 June 2008**.

Please submit applications as soon as possible.

Only members who have attended a Union Skills I/Induction and a Union Skills II course are eligible for nomination.

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

**138****Union Skills III Course – Elstead**

The Communication Workers Union has organised a Union Skills III course, to be held at the Elstead Hotel, Bournemouth. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **11 – 15 August 2008** and the closing date for nominations is **26th June**.

Only members who have attended a Union Skills I or an Induction and a Union Skills II course are eligible for nomination.

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

## EQUAL OPPORTUNITIES

**139****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.

**140****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

**141****Royal Mail Letters Materials Handling Equipment (MHE) Trials – Three New Trials (Magnum RSC, Lightweight York & Loadhog Pally)**

Further to LTB 269/08 dated 4 April 2008, the following information has been received from the Royal Mail Letters National Containerisation Control Manager.

1. The "Magnum" (Plastic Collapsible/Foldable RSC type Container) trial will commence on **Monday 14th April 2008**.

2. New lightweight York container trial will commence on **Monday 14th April 2008**.
3. Loadhog new design letter tray dolly/pallet trial will commence on **Monday 21st April 2008**. The Pallys have now been altered by the manufacturer to rectify the original issue regarding insufficient ground clearance when rolling onto tail-lift vehicles.

All enquiries concerning the above should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. C14**.

**142**  
**TUC Welcomes New Corporate Killing Law**  
 Welcoming the news that from Sunday the UK will have a law covering corporate killing, TUC General Secretary Brendan Barber said: "Too often in the past senior executives have been taken an overly casual approach towards the safety of their employees. The catalogue of avoidable workplace deaths in recent years has highlighted in stark terms the need for a new law and for a change of attitude from those at the top of British companies.

Although unions would have preferred to see the new law make individual company directors personally liable for safety breaches at work and for it to have introduced tougher penalties against employers found guilty of workplace safety crimes, we hope the Corporate Manslaughter Act will see the start of a change in the safety culture at the top of the UK's companies and organisations.

The new law would be tougher if it were accompanied by a new legal health and safety duty on directors and a requirement on companies to report annually on their workplace safety culture."

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX13**.

**143**  
**CCA Warns New Manslaughter Offence Unlikely to Apply to Large Companies for Some Years**

The CCA have warned that large companies are unlikely to be prosecuted for the new offence of Corporate Manslaughter for many years – even though deaths will have resulted from their serious management failures and will have met the new legal test.

This is because the new Corporate Manslaughter and Corporate Homicide Act 2007 – which technically comes into effect after **6 April 2008** – contains strict retrospective clauses that mean not only must the death take place after 6 April 2008, but all the evidence supporting the allegation must also taken place after that date.

David Bergman, Executive Director of the CCA said: "People have failed to recognise the significance of these clauses – and how they will delay this offence applying to deaths, even

those which they are result of very serious management failings.

This will have a particular impact upon deaths involving large organisations which often involve evidence that goes back a number of years – relating to decisions taken long ago, or long-standing but poor systems of maintenance, training, or communication of information. It is ironic that it is these very organisations that were virtually immune from prosecution under the old law, and that the new law is designed to encompass. The new offence will only probably start applying to large organisation in relation to deaths that take place quite sometime after 2010."

The clauses state that "anything done or omitted" relating to the allegation against the organisation must have taken place after 6 April 2008 in order for the offence to apply. "If any of the conduct or events alleged to constitute the offence occurred before" the old common law offence will continue to apply.

Clarification is being sought from Government Ministers.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. EX13**.

## TELECOMS

**144**  
**BT Operate: Field Engineering Power Teams**  
 Attached for the information of branches is a copy of a letter advising the union of a reduction in the number of first line manager teams.

Other than perhaps a change in OUC or in a new line manager, there is no other impact upon CWU represented grades.

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**.

**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**

**Friday 18th April 2008: Demonstration for Democracy in Zimbabwe.** ACTSA is calling on all its supporters and affiliates to attend a demonstration for democracy in Zimbabwe on Zimbabwe Independence Day, Friday 18th April from 12.30 - 2pm outside the Zimbabwe Embassy, London. For more information visit **http://actsa.org/page-1312-DemonstrationforDemocracyinZimbabwe.html**

**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](mailto:emma.richards@tuc.org.uk) on [erichards@tuc.org.uk](mailto:erichards@tuc.org.uk)

**Friday 25th April 2008: World Malaria Day in the UK: Mobilising to Save Lives.** Invision Suites 1 & 2, Trades Union Congress, Congress House, Great Russell St, London WC1B 3LS. A panel of four speakers from the organising stakeholders will discuss how they work, can mobilise and connect with others in the fight against malaria, both in the UK and internationally. Speakers: Martha Osamor, Chairperson, Nigerian Organisation of Women & African Women's Welfare Association; Edwin Nichols, Global Constituency Manager, World AIDS Campaign; Gail Cartmail, TUC General Council and Assistant General Secretary of Unite the Union (Amicus section) Speaker from IBLF to be confirmed Closing remarks by Sunil Mehra, CEO of Malaria Consortium.

**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.

**Monday 28th April 2008: Workers Memorial Day Evening Event.** 6pm - 8pm. To be held at TUC Congress House, Great Russell Street, London WC1B 3LS. The South East Regional TUC and Thompson's Solicitors have organised the event featuring Paul Mason speaking about his acclaimed new book 'Live

Working or Die Fighting' and a short film: "Mesothelioma: the human face of an asbestos epidemic". Other speakers to be confirmed. Food and wine buffet. Free admission – those wishing to attend should notify: [mdykes@tuc.org.uk](mailto:mdykes@tuc.org.uk)

**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](mailto:info@palestinecampaign.org) Web: [www.palestinecampaign.org](http://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](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](mailto:emma.richards@tuc.org.uk), 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](mailto:peter.purton@tuc.org.uk), **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](mailto:southwest@tuc.org.uk), 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.

**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 IRX  
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.*