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GENERAL

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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

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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.

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Union Learning Reps Stage II – CWU HQ

This course is aimed at branches in the London and south east regions.

A Union Learning Reps Stage II Course has been organised to be held at CWU HQ, Wimbledon, London.

The course will be held from **2 – 6 July 2007**.

This course is aimed at Lead ULRs and Learning Centre Co-ordinators, who have already completed Union Learning Reps Stage I and have been a Union Learning Rep for over 18 months.

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

- Negotiating skills for learning
- Working with learning providers

- Planning and running a Learning Centre or project
- Learning and organising
- Leardirect and trade unions.

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.

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**

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Equality & Diversity Mandatory Training for Branch Officials – South East

In line with Conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses. These courses are being held in the south east region:

Tuesday 19th June – Portsmouth

Tuesday 26th June – Portsmouth

Tuesday 3rd July – Portsmouth

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

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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.

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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.

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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

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The Buncefield Fuel Store Explosion & Fire Report

Trade unions have broadly welcomed a report identifying many safety improvements that need to be made at the Buncefield oil refinery in Hemel Hempstead.

The recently published Buncefield Major Incident Investigation Board's report highlights the need for many safety improvements at the plant, particularly with issues to do with training, fatigue, shifts and working hours.

A nearby Royal Mail Cash Services depot was damaged in the explosion and had to be shut down for repairs before staff could return to operating from the depot.

It is expected that all fuel storage sector companies that own or operate fuel storage sites in the UK will implement all of the recommendations in full. Union officials will be seeking meetings with companies in the sector to ensure that the recommendations, most of which emphasise the need to increase the protection provided by containment systems, happen and that there is full involvement and consultation of the workforce in ensuring that high standards of health and safety are met and maintained.

The report also draws attention to the need to plan operator numbers to deal with unusual events and emergencies and to be aware of cost cutting that might compromise safety standards.

The lessons of the Buncefield explosion and the similar 2005 Texas City explosion must be learnt and trade unions will be looking to ensure that the lessons are not simply talked about, but are put into practice with firm assurances concerning the safe operation of major fuel and chemical sites and the protection of workers on those sites.

Full implementation of the recommendations arising from Texas City and Buncefield disaster will be pursued by the unions.

(Buncefield Major Incident Investigation Board's report 'Recommendations on the design and operation of fuel storage sites')

Dave Joyce

National Health, Safety & Environment Officer

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Workers' Memorial Day – E-Petition

An e-petition asking the UK Government to give official recognition to 28 April, Workers' Memorial Day has been logged on the new Prime Minister's 10 Downing Street e-petitions

system which was launched in November 2006.

The petition has been initiated by Dorothy Wright, a founder member of Families Against Corporate Killers (FACK). The initiative has the backing of safety campaign and trade unions. The CWU Health, Safety & Environment Department is urging safety reps, branch officials and members to sign up to the petition.

Too many workers get injured, made ill or killed because an employer decided that safety at work just was not that important a priority. The country should remember them on Workers' Memorial Day and several times in the past we have written to the Prime Minister calling for formal recognition of WMD on 28 April. We are therefore supporting this petition.

The deadline for signing the petition is: **28 April 2007 – Workers' Memorial Day** itself.

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 petition is nationally endorsed by the TUC and major trade unions amongst others.

Would all branches, branch officials, regional secretaries, regional safety forums and safety reps please sign the petition and encourage as many members as possible to join in also. Please forward the information to as many contacts and interested parties as possible. Thanks for your support.

You can sign the e-petition here: <http://petitions.pm.gov.uk/workersmemorial/>

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

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Work-Related Road Risks – E-Petition

A substantial percentage of road crashes are known to be 'at-work' and there is increasing recognition that company policies and practices are a factor in crash involvement. The recent three year review into the National Road Safety Strategy has identified 'work-related safety' as a key issue. 1000 plus people are killed each year in at-work road crashes with many thousands injured.

Trade unions have been calling on the Government to act immediately by making work-related road accident injuries and deaths to workers and members of the public from traffic incidents reportable under the Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR), which would lead to an investigation and enforcement by HSE of any employers breaches of health and safety legislation enabling the prosecution of negligent employers for health and safety offences and corporate killing on the road which currently doesn't happen.

A national e-petition on the "Prime Minister's

10 Downing Street" petition site has been launched as follows:

"We the undersigned petition the Prime Minister to 'Reduce Work-Related Road Risks'"

The petition nationally endorsed by the TUC and major trade unions amongst others.

Would all branches, branch officials, regional secretaries, regional safety forums and safety reps please sign the petition and encourage as many members as possible to join in also. Please forward the information to as many contacts and interested parties as possible. Thanks for your support.

To sign the petition please follow this link: <http://petitions.pm.gov.uk:80/petitionforkaren/>

All enquiries concerning the above should be addressed to **Dave Joyce** National Health, Safety & Environment Officer quoting **ref: V6.**

TELECOMS

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Communications to BTW Networks People Regarding Roles in Openreach

Network Operations circulated the attached briefing which sought volunteers to transfer to Openreach.

Management have had approximately 50 calls to the Resourcing Helpline and had received around 20 completed capability assessments by the closing date of April 5th although it is possible there may be a few late completions given the holiday period.

Next step is for the management team to do an initial sift on the assessments and then get them across to Openreach for them to set up an informal meeting between the hiring manager and the individual concerned (meeting to be arranged via the individual's line manager).

Branches will be advised of any further developments.

Brian Healy

Assistant Secretary

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One IT: Bridge Project 2nd Phase Outsourcing

The union has been advised of the 2nd phase of the project. The intention is to outsource the end-to-end development and management of the Bridge Project.

This is in line with One IT policy to outsource legacy and own-use systems and redeploy the BT personnel onto high revenue earning or managed services contracts in support of Global Services. This specific outsourcing is the second stage of a process which commenced almost two years ago when Bridge application support was outsourced.

This current stage includes the functions of development, testing, requirements and project management. There are eight MPGs and one team member affected. The team

member was previously assigned from the bench to take up the current role and will be returned to the bench for onward reassignment shortly.

Brian Healy
Assistant Secretary

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One IT: NSOC Service Analyst Roles

Management have currently advised the union that there is a need for an additional four posts within the NSOC. This resourcing request triggered a banding review of the function. There are currently three D1s already undertaking these roles and these four would bring a total of seven.

The union was aware that management were originally looking at whether these roles would sit more appropriately within the reward framework. However, on review it was agreed that there was not a clear differentiation between D1 and manager on some of the technical aspects, and that potentially what was missing from the roles at this current time was the 'management responsibility'. Therefore it was felt that as such it would be most suitable to keep the roles at the level they are currently positioned i.e., D1.

Management will therefore now move to advertise internally on an open selection basis for the four new D1 posts.

Brian Healy
Assistant Secretary

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One IT: Swiftclear and Off-Shoring

Swiftclear is a legacy system where any ongoing requirement for development type work will significantly diminish and in the long term the work will be phased out altogether.

It was proposed in line with One IT's policy to off-shore this activity. Information provided by the West Yorkshire Branch on how this was being progressed was taken up by the One IT Executive Team. The decision to off-shore has been reviewed and the Executive Team is pleased to report that it has been reversed.

One IT will continue to have three FTE assigned to running the system in terms of support and limited development work and periodically review the team size to balance resourcing requirements.

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).

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 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

Saturday 2 June 2007: SERTUC

International Conference. Southern and Eastern Region TUC invite you to attend a free international conference at Congress House, Great Russell Street, London, WC1B 3LS. Lunch (Middle Eastern food) will be available at £5-£6. This event brings together high profile speakers from the international trade union movement, NGOs, academia and politics to discuss and debate a range of international issues and developments. Speakers include: Tony Benn, Frances O'Grady, Deputy General Secretary TUC, Barry Camfield, Assistant General Secretary TGWU, Keith Sonnet, Deputy General Secretary UNISON, John Hendy QC, Institute of Employment Rights and many more. For more information contact **Darren**

Lewis, 020 7467 1220.

Monday 4 June 2007: On Target? Environment Policy and the Climate Change Bill.

To be held at Congress House, Great Russell Street, London, WC1B 3LS. 09:30 to 15:30. A TUC one-day conference with David Miliband, Secretary of State for the Environment. With a sharpening political debate emerging, the TUC is organising a one-day conference, opened by David Miliband, to explore what the Bill means, how it will work, and what are the practical implications of low carbon economy for industry, employment, skills and transport. Download a booking form from <http://www.tuc.org.uk/extras/ontarget.pdf>

Saturday 9 June 2007: ENOUGH! National Rally and Demonstration.

Say enough to 40 years of Israeli occupation of the Palestinian Territories. The ENOUGH! coalition is organising a major national demonstration and rally to take place in London, meeting at Lincoln's Inn Fields at 1.30pm for the march to Trafalgar Square. The international day of action to mark the 40th anniversary under the slogan: "The World Says No to Israeli Occupation". This is the primary international event of the year in support of the Palestinian people, and we are hoping to have tens of thousands of people at the rally to send a strong message both to the Israeli government and to No 10 Downing Street. For more information visit www.enoughoccupation.org

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

Monday 25th June 2007: The Future of UK Postal Services.

To be held at Le Méridien Piccadilly, London. Staying ahead of the competition: liberalisation, modernisation, innovation. Now in its sixth year, this conference is firmly established as one of the leading events in the postal calendar. And with Royal Mail's modernisation programme, the new operators' increasing market share, the expansion of end-to-end, and Postcomm's Strategy Review on the agenda, this conference comes at a crucial stage in the development of the market. This event will bring together the leading players in the industry to debate these issues and determine the future of the UK postal services industry. Speakers include Jim Fitzpatrick MP Parliamentary Under Secretary of State for Employment Relations and Postal Services, DTI, Lorna Clarkson Commercial Pricing Director, Royal Mail, Nick Wells Chief Executive Officer, TNT Post, Paul Tolhurst Network Director RM Letters, Royal

Mail and more. For more information contact **Marketforce Communications** on +44(0)20 7608 0541 or visit www.marketforce.eu.com/ukpost

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**.

Wednesday 18th July 2007: National Pensioners Convention – Eastern Region Meeting. Will be held at Moreton Community Centre, Symonds Road, Bury St Edmunds Suffolk at 1pm. For more information contact **Nobby Clark** Eastern Region Retired Members Secretary on **07713 155575**.

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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.