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## GENERAL

### **340 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:

#### **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

### **341 TUC Certificate: Occupational Health & Safety Course**

The TUC has designed and created this course for trade union safety reps who have a genuine desire to study Health & Safety at an advanced level. The importance of this course has been recognised by the Institution of Occupational Safety & Health (IOSH) and can lead to Tech SP status.

The CWU in partnership with Solihull College can now offer senior CWU safety representatives an opportunity to gain this Certificate in Occupational Health & Safety. This exciting course will be a combination of residential and distance learning. This course has been specially designed to enable members to gain this certificate through a fast track approach.

The residential component of this course will be held at Alvescot Lodge on the following dates:

**Week One 17 – 21 September 2007**

**Week Two 29 October – 2 November 2007**

**Week Three 14 – 18 January 2008**

**Week Four 3 – 7 March 2008**

The closing date for nominations is 2nd August 2007.

Applicants for this course must have already completed the union's Health & Safety Stage I, II & III training courses. Applicants must be able to attend on all the dates listed above. They should also bear in mind that they will be expected to complete projects, essays and reports in their own time. It is expected that applicants should allow at least 4 – 6 hours per week to fulfil their commitment to the course. The course is also accredited with the National Open College Network.

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.

All courses at Alvescot are 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 needing financial assistance from the General Fund to enable them to send students to this course, must submit the request with the nomination, to enable the Trustees to consider the request in time.

The Education Centre can offer child-minding facilities for a maximum of three under school age children at any one time. If any applicant from your branch would like child-minding facilities, can you please advise the age and sex of the child on the application form. Further information on the child-minding arrangements will then be sent to successful applicants.

Nominations should be made on the form for Education Courses and returned to Alvescot Lodge by the closing date. If you nominate more than one member (a maximum of two) please indicate the order of preference. If a member is refused a place due to over subscription, please indicate this on a subsequent application.

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

### **342 Certificate in Trade Union and Labour Studies**

The CWU in partnership with the TUC is offering CWU activists a fast track course, which will result in the award of a Certificate in Trade Union Studies. The course is targeted at CWU activists who are involved in the industrial relations process.

In normal circumstances the TUC run this course for trade unionists over a full academic year, with participants attending the course one day per week. It is proposed that the residential element of the course will be run at Alvescot on the following dates:

**Week One 24 – 28 September 2007**

**Week Two 5 – 9 November 2007**

**Week Three 21 – 25 January 2008**

**Week Four 10 – 14 March 2008**

The closing date for nominations is 9th August 2007.

Applicants must be able to attend on all the dates listed above. They should also bear in mind that they will be expected to complete projects, essays and reports in their own time. It is expected that applicants should allow at least 4 – 6 hours per week to fulfil their commitment to the course. The course is also accredited with the National Open College Network.

The four residential weeks will be supplemented by Distance Learning, thus enabling CWU members to gain the Certificate in Trade Union Studies in just a few months. The course is designed to help members:

1. To widen their educational opportunities;
2. To broaden their knowledge of the Trade Union and Labour Movement;
3. To increase their understanding of the British Trade Union Movement as democratic organisations;
4. To understand the historical role of Trade Unions and the Labour Movement;
5. To increase their knowledge of Equal Opportunities and equal opportunities practice;
6. To develop and improve study skills.

The course will include looking at everyday problems and activities in the Union and Labour Movement. It will analyse the wider issues and develop strategies for the future. The course will provide students with the opportunity of building a personal relationship with their tutor, but will also

involve some study at home. The teaching methods will focus on tutor lectures/seminars; group work, role-plays, case studies and student presentations. Everyone who completes the course will gain a Certificate of Trade Union Studies which is a formally recognised academic qualification and could be used in the future to access university education or employment in the Labour Movement. But most importantly will enable serious activists to expand their knowledge and understanding of both the British and International trade union movement. 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

### **343 TUC Certificate in Employment Law**

This course is aimed at senior union activists, branch officers and CWU ET Panellists, whose role requires a working knowledge of employment law.

It is desirable for applicants to have completed the CWU Skills or Health and Safety programme, or be able to demonstrate that they have significant comparable experience of day to day working with employment law. All applicants must be able to demonstrate that their application has the support of the branch.

The course continues in the trade union tradition of providing the opportunity for learners to question the development and function of employment law, individual rights at work resulting from it and its significance to trade unions.

As with all CWU courses, the course is accredited by the National Open College Network.

**Aims and Ethos**

1. To provide guided learning through which the student will become more effective as a workplace representative
2. To promote an understanding of a trade union approach to employment law
3. To deepen and extend the capacities of students, enabling them to access full-time officer posts or Higher Education opportunities
4. To widen and deepen the understanding of trade union and workplace issues and offer up to date detail of new developments
5. To develop personal/study skills, the ability to work collectively and generally improve the confidence of students to study at a higher level.

### **Course Structure**

The course is made up of three subject modules.

1. The Changing Nature of Law
2. Employment Law and the Individual
3. Trade Union and Collective Rights

These are supported by four study skill modules

1. Communications and Study Skills
2. Research Project
3. ICT
4. Legal Skills

The residential element of the course will be run at Alvescot on the following dates. These four residential weeks will be supplemented by distance learning:

**Week One 24 – 28 September 2007**

**Week Two 5 – 9 November 2007**

**Week Three 21 – 25 January 2008**

**Week Four 10 – 14 March 2008**

The closing date for nominations is 9th August 2007.

Applicants must be able to attend on all the dates listed above. They should also bear in mind that they will be expected to complete projects, essays and reports in their own time. It is expected that applicants should allow at least 4 - 6 hours per week to fulfil their commitment to the course. The course is also accredited with the National Open College Network.

There are specific application forms for this course, which can be obtained from the Education Centre at Alvescot.

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

### **344 Union Skills III Course**

The Communication Workers Union has organised a Union Skills III Course, to be held at the union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course.

The course will be held from 15 – 19 October 2007 and the closing date for nominations is 30th August 2007.

Only members who have attended a Union Skills I/Induction and a Union Skills II course

are eligible for nomination.

Those nominees who are committee members, branch representatives or branch officers are entitled to leave with pay. For Postal branches, please refer to LTB No. 096/07, issued 5th February 2007. 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

### **345 Union Learning Reps Stage II Course**

The Communication Workers Union have organised a Union Learning Reps Stage II Course, to be held at the union's Education & Training Centre, Alvescot.

The course will be held from 22 – 26 October 2007 and the closing date for nominations is 6th September 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
- Learndirect and Trade Unions

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**

### **346 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.

### **347 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.

## **HEALTH & SAFETY**

### **348 Mesothelioma – The Human Face of an Asbestos Epidemic**

Five people die every day from Mesothelioma in the UK. This aggressive form of asbestos cancer was once a rare disease; nowadays it is killing nearly 2,000 people a year and experts predict that in the coming decades there could be 120,000+ more UK asbestos deaths. Even though Mesothelioma is Britain's biggest workplace killer claiming more lives than road traffic accidents, few people know about it and even fewer can pronounce it.

The Greater Manchester Asbestos Victims Support Group (GMAVSG) is a voluntary, independent, a not-for-profit organisation formed in 1994 by people who have suffered asbestos diseases. The organisation was established by asbestos victims to provide advice, information and support for people with asbestos-related diseases produced a striking and dramatic DVD for 2nd National Action Mesothelioma Day earlier this year featuring Mesothelioma sufferers. This is their message in their words, speaking for all Mesothelioma sufferers and their families: Awareness – Prevention – Action. GMAVSG have asked us to bring to the attention of CWU branches and Safety Reps that the DVD is still available. Proceeds from sales of the DVD will be used to help fund the work of the Greater Manchester Asbestos Victims Support Group (GMAVSG) which is dedicated to providing advice and support to sufferers of asbestos diseases. To obtain copies of the DVD (these cost £5.60 - inc. P&P), email GMAVSG at : asbestos.gmavsg@virgin.net The address and telephone number of GMAVSG is as follows:

Greater Manchester Asbestos Victims Support Group  
Windrush Millennium Centre  
Unit 2.5  
70 Alexandra Road  
Moss Side  
Manchester  
M16 7WD

**Tel: 0161 636 7555**

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer quoting reference No. P8.

### **349 New Report on the Scale of Mental Ill Health at Work**

Mental ill health is the second largest cause of time lost due to sickness absence in UK organisations with stress, depression, and anxiety accounting for over 50% of these mental health problems, according to a new report from the Chartered Institute of Personnel and Development (CIPD) and Active Health Partners.

The findings – drawn from a unique analysis of the real absence records of 30,000 employees working across 40 different organisations – are captured in the new report, ‘New directions in managing employee absence’. The number one cause of time lost due to sickness absence is musculoskeletal conditions. However it is the evidence on mental ill health which the Government will find particularly worrying in view of the huge increase in the proportion of people claiming incapacity benefit over the last ten years who have mental health problems. The findings highlight the huge impact mental health problems have on the workplace:

- Employees take on average 21 days for each mental health related sickness absence spell
- The average length of time off for an employee suffering depression is 30 days for each sickness absence spell
- The average length of time off work for someone suffering from stress is 21 days for each sickness absence spell
- The average length of time off for an individual suffering anxiety is 21 days for each sickness absence spell.

CIPD state that: “ the research shows how important it is for managers and HR practitioners to be aware of the signs of mental ill health so that they can take action early and provide support before the individual’s condition deteriorates to the point they go off on long-term sick leave. However the Government also has a role to play in finding ways to help and encourage more employers to provide their staff with access to cost effective occupational health services. We would like to see tax incentives introduced to encourage more employers to offer occupational health services to employees, as well as further Government investment in the development and extension of services such as NHS Plus and Workplace Health Connect. Just as crucially GPs need to work more closely with employers to identify opportunities for phased return-to-work for individuals with mental health problems in less demanding or reduced hours’ roles as part of their rehabilitation. Otherwise more employees with mental health problems will fall out of employment altogether and add to the incapacity benefit claimants.” The report identifies a new approach to absence management as it helps identify whether an individual takes more or less time off than might normally be expected for a person with a particular condition considering their age, occupation and gender. Such information is vital because it can provide accurate guidance for employers on when an employee should normally be expected to return-to-work and at what point occupational health interventions should typically be made to help the individual make a successful recovery. “ Active Health Partners” commented that:

“Accurate sickness absence data will leave employers better equipped to tackle issues, such as mental health, and enable managers to intervene in a reasonable and timely way so that sickness absence can be managed effectively and individuals can be supported in their rehabilitation and return-to-work. This will help improve productivity, reduce costs and litigation risks. This report extends current thinking about HR interventions by shedding light on how employers can make use of employee data to make more precise and sophisticated decisions when managing individual cases of absence from work.”

#### **Sector**

- Employees working in the public sector take on average 24 days for each mental health related sickness absence spell
- Private sector employees take on average 20 days for each mental health related sickness absence spell

#### **Gender**

- Men take on average 20 days for each mental health related sickness absence spell
- Women take 22 days for each mental health related sickness absence spell

#### **Age**

- Employees up to the age of 25 take on average 17 days for each mental health related sickness absence spell
- Employees aged between 25 and 54 take on average 21 days for each mental health related sickness absence spell
- Employees aged between 55 and 65 take on average 36 days for each mental health related sickness absence spell

#### **Notes**

- In the mid-1990s 25% of those on incapacity benefits were recorded as having a mental health condition, by 2005 this proportion had risen to 39% of the 2.7 million claimants (DWP)
- The report – ‘New directions in managing employee absence’ – is priced at £49.99 to non-members and £29.99 for CIPD members. It can be ordered from CIPD books from 0870 800 3366.

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer quoting reference No. P1.

#### **350 European Commission Second-Stage Consultation on Work-related Musculoskeletal Disorders**

The EU Commission has issued a consultation document on musculoskeletal disorders at work (MSD), the European Commission argues that MSD are on the increase in most EU Member States as illustrated by data on exposure to risk factors and on work-related health risks available from two work-force surveys.

The EU Commission states that the existing legislative framework does not adequately cover all work situations or ergonomic risk factors such as repetition, awkward/static postures, force or contact stress. It proposes to complete the legal framework through a new directive on MSD which would also integrate updated provisions of directives 90/269/EEC and 90/270/EEC, thereby providing for a simplified and more streamlined framework for MSD risk assessment and prevention.

The Commission has invited the social partners to forward opinions and recommendations on the content of the envisaged regulatory and non-regulatory initiatives and to inform the EU about their readiness to start a negotiation process in accordance with Articles 138 and 139 of the Treaty and on the basis of proposals described in the consultation document.

However, the EU Business and Employers lobby has started a campaign against any new EU Directive arguing that the existing legislative framework provides for sufficient and wide coverage of MSD, for all work situations and regarding all ergonomic risk factors: the framework directive 89/391/EEC requires that employers assess, prevent and manage all health and safety risks.

Further reports on the progress of this very interesting proposal will be reported to branches in due course. However, as with everything going through Europe it will be a slow process.

All enquiries concerning the above should be addressed to Dave Joyce, National Health, Safety & Environment Officer quoting reference No. P20.

#### **351 Diary of National Health & Safety Events**

27 June 2007 – 28/06/2007 Delivering the Government’s Revised Waste Strategy: The Role of Private Finance  
Grange City Hotel, London, EC3N  
With the publication of the Government’s revised waste strategy imminent, this timely conference will examine the key issues involved in harnessing private finance to help deliver the strategy. The speaker panel is of exceptional quality, and includes senior representatives from HM Treasury, Defra, the Environment Agency, Partnerships UK and 4ps. Broadly, the conference has three themes: the impact of the latest policy developments on the market; the fundability and technical aspects of competing waste technologies; and the practical aspects of procuring and implementing waste projects.  
Contact: N Noakes Tel: 01483 720707 Fax: 01483 757824  
28 June 2007 – REACH Seminar  
Leatherhead, Surrey UK.

REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) enters force throughout the EU on 30 June 2007 and represents the most major change in the regulatory environment for chemicals for over 25 years. This new event will explain the direct and indirect requirements of REACH and the technical and business level issues that these reveal. This event will help you put in place a strategy within your own business to mitigate the risks arising from REACH and to meet your legal obligations.

Contact: Samantha Donhue Tel: 01372 367319 Fax: 01372 367009

### **3 to 5 July 2007 – European Forum on Occupational Noise**

Lille, France

In the wake of the European Noise at Work Summit that took place in Bilbao in December 2005, a European Forum on Occupational Noise will be held Lille, France from 3 to 5 July 2007. It intends to contribute to increasing the dissemination of existing knowledge in all sectors affected by occupational noise. This event is organized by the Institute of Noise Control Engineering of Europe (INCE/Europe), the French Information Centre on Noise (CIDB) and the Organization for Prevention and Control of Industrial and Professional Risks (Association AINF). In collaboration with: EAA, I-INCE, SFA, OSHA/Europa, French Ministries in charge of Labour and Ecology, ABAV, BAuA, CETIM, CIOP, FIA, FIOH, HSE, INRS, IRSST, SUVA.

Website: [www.noiseatwork.eu](http://www.noiseatwork.eu)

### **10 July 2007 – 3rd Annual Corporate Manslaughter Conference**

CBI Conference Centre, London, WC1, UK

Contact: John Sigwart, Conference Producer, Symposium Events Ltd Tel: +44 (0)20 7403 3990 Website [www.symposium-events.co.uk](http://www.symposium-events.co.uk)

### **2-4 September 2007 – The National Safety Symposium: Organised by the Public Services Group of the Institution of Occupational Safety and Health (IOSH)**

Crowne Plaza Hotel, Nottingham, UK

How local authorities keep their workers safe and healthy will be discussed at an event taking place in Nottingham in September.

The National Safety Symposium is organised by the Public Services Group of the Institution of Occupational Safety and Health (IOSH) and brings together health and safety professionals from across the country to share knowledge and best practice. It takes place at the Crowne Plaza Hotel on 2-4 September. The symposium, entitled 'The final piece of the jigsaw', will look at the skills and techniques that health and safety practitioners can use to promote and encourage good health and safety performance and standards in their organisations.

Contact: Colette Walley, Institution of Occupational Safety and Health, The Grange, Highfield Drive, Wigston, Leicestershire, LE18 1NN,

UK Tel: +44 (0)116 257 3166 Email: [colette.walley@iosh.co.uk](mailto:colette.walley@iosh.co.uk) Website [www.iosh.co.uk](http://www.iosh.co.uk)

### **11 September 2007 – Introduction to EMC (Electromagnetic Compatibility)**

Contact: The Events Team, ERA Technology Ltd, Cleeve Road, Leatherhead, Surrey, KT22 7SA, UK Tel: +44 (0)1372 367319 Fax: +44 (0)1372 367099 Email: [events@era.co.uk](mailto:events@era.co.uk) Website [www.era.co.uk](http://www.era.co.uk)

### **12-13 September 2007 – The Energy Event**

National Motorcycle Museum, Coventry Road, Bickenhill, Solihull, B92 0EJ, UK  
Contact: Email: [admin@western-be.co.uk](mailto:admin@western-be.co.uk)  
Website [www.theenergyevent.com](http://www.theenergyevent.com)

### **18-20 September 2007 – IBC's 11th Annual Residential Course on... Effective Safety Management**

Christ's College Cambridge, UK

Contact: Daniel Claassen Email: [daniel.claassen@informa.com](mailto:daniel.claassen@informa.com)

### **26 September 2007 – Update to Changes in the New EMC Directive 2004/108/EC will come into force on 20 July 2007 in the UK Leatherhead, Surrey UK.**

The new EMC Directive 2004/108/EC will come into force on 20 July 2007 and will have a corresponding UK Statutory Instrument bringing the requirements into UK law. The new Directive is much more explicit regarding the requirements for installations, stating that: Installations must meet the essential protection requirements of the Directive for emissions and immunity, The EMC risks must be understood and documented, Documents must be available that identify the installation and the installation's EMC characteristics, Precautions should be detailed regarding how the installation's conformity is not compromised for the life of the installation, Good EMC engineering practice used must be documented, A responsible person must be identified.

Contact: Samantha Donhue, Event Co-ordinator, AccessERA, ERA Technology Ltd, Cleeve Road, Leatherhead, Surrey, KT22 7SA, UK Tel: +44 (0)1372 367319 Email: [sam.donhue@era.co.uk](mailto:sam.donhue@era.co.uk)

### **27 September 2007 – Fork Lift Truck Association (FLTA) Safety Conference 2007**

Warwick University

Contact: Fork Lift Truck Association (FLTA) Tel: +44 (0)1256 381 441 Email: [mail@fork-truck.org.uk](mailto:mail@fork-truck.org.uk) Website [www.fork-truck.org.uk](http://www.fork-truck.org.uk)

### **22-26 October 2007 – European Week for Safety and Health at Work 2007 theme "Lighten the Load"**

UK

This year's campaign slogan is 'Lighten the Load' and is dedicated to musculoskeletal disorders (MSDs). The website <http://ew2007.osha.europa.eu> is going to be updated on a regular basis along the year and provides

general information on MSDs in 22 languages. Back disorders are the most common form of ill-health disorders at work, both across Europe and in the UK. They affect 1.0 million people in Great Britain alone each year. Problems include joint injuries, repetitive strain injuries, including work-related neck and upper limb disorders, and lower back pain. Raising awareness, prevention and management are all key factors in reducing MSDs. The UK Health and Safety Executive has extensive information on MSDs as well as tools, case studies and advice to workers and employers on its dedicated MSD webpages. It also ran a 2006 Better Backs campaign – Visit the campaign.

An HSE campaign website will be launched soon, featuring:

- How to get involved in Euroweek 2007
  - Campaign Action Pack downloads
  - Events near you
  - Good Practice Awards opportunities
- [www.hse.gov.uk/campaigns/euroweek](http://www.hse.gov.uk/campaigns/euroweek)

### **28-29 November 2007 – The Emergency Services Show 2007 – Improving Emergency Response**

Stoneleigh Park, Coventry, UK

The Emergency Services Show 2007 on Weds & Thurs 28th/29th November. From terrorist incidents to floods, fires and road traffic accidents, most civil emergencies call for multi agency collaboration. The Emergency Services Show 2007 is the definitive event for promoting multi agency collaboration within the UK's emergency services.

Contact: Alison Green: Tel: 01483 237230 Email [alison@mconieagency.com](mailto:alison@mconieagency.com) Website: [www.theemergencyservicesshow2007.com](http://www.theemergencyservicesshow2007.com)

### **3-4 December 2007 – The RCN Society of Occupational Health Nursing Forum and Society of Occupational Medicine Joint Conference and Exhibition: Collaboration... the Way Forward for Occupational Health**

City Hall, Cardiff, Wales

The focus of the conference is 'Partnership and Collaboration' between health care professionals working in the field of occupational health and/or others who have successfully worked in partnership with OH services e.g. GPs, Practice and Community Nurses, Physiotherapists and Counsellors. The RCN are calling for papers, which demonstrate how these groups work together to improve the health of workers and/or have reduced the incidence of work related ill health. The Government's health, work and well-being strategy is high on the agenda and the occupational health professional's role in supporting this will be addressed, with topics such as absenteeism, 'Welfare Reform' and other current workplace health issues. Contact: Priya Tekchandani, Conference and Events Organiser, The Royal College of Nursing, 20 Cavendish Square, London, UK Tel: +44 (0)207

647 3581 Fax: +44 (0)207 647 3411 Email: occupationalhealth@rcn.org.uk Website www.rcn.org.uk/events

**15-17 April 2008 – Hazards XX – Process safety and Environmental Protection: Harnessing knowledge – Challenging Complacency: Symposium and Exhibition – IChemE**

Weston Building, University of Manchester, UK

The aim of this symposium is to bring together international experts and practitioners in process safety and environmental protection to present and discuss the latest technical advances and new thinking in safety and environmental management techniques. Contact Mike Adams Tel: +44 (0) 1539 732845 (phone/fax) Email: mikeadams@rawgreen.fsworld.co.uk Website www.icheme.org/hazardsxx

**29 June to 2 July 2008 – 18th World Congress on Safety and Health at Work Seoul, Korea**

The 18th World Congress on Safety and Health at Work will be held in Seoul, Korea from 29 June to 2 July 2008. It will be a unique opportunity for decision-makers, safety and health professionals, employers' and workers' representatives and experts from social security to learn from each other and to exchange information with their peers from around the world. And, for the first time in the history of the World Congress, a Safety and Health summit will be held giving participants an unequalled opportunity to place safety and health at work high on the world agenda.

Find out more about the Congress: www.safety2008korea.org/eng

**352 European Week for Safety and Health at Work 2007 – 22-26 October 2007 – Theme "Lighten the Load" – National Inspection Day and New HSC/TUC Initiatives for 2007**

This year's campaign slogan is 'Lighten the Load' and is dedicated to musculoskeletal disorders (MSDs).

The website <http://ew2007.osha.europa.eu> is going to be updated on a regular basis along the year and provides general information on MSDs in 22 languages.

Back disorders are the most common form of ill-health disorders at work, both across Europe and in the UK. They affect 1.0 million people in Great Britain alone each year. Problems include joint injuries, repetitive strain injuries, including work-related neck and upper limb disorders, and lower back pain. Raising awareness, prevention and management are all key factors in reducing MSDs.

The UK Health and Safety Executive has extensive information on MSDs as well as tools, case studies and advice to workers and employers on its dedicated MSD webpages. It also ran a 2006 Better Backs campaign

– You can visit the HSE "backs campaign" website at <http://www.hse.gov.uk/msd/campaigns/index.htm>.

An HSE campaign European Week for Safety and Health at Work 2007 website has been launched [www.hse.gov.uk/campaigns/euroweek](http://www.hse.gov.uk/campaigns/euroweek), featuring:

- How to get involved in Euroweek 2007
- Campaign Action Pack downloads
- Events near you
- Good Practice Awards opportunities

A new European Week for Safety and Health at Work 2007 page has been set up on the CWU Website dedicated to "musculoskeletal disorders (MSDs)" along with the retention of the 2006 page for information in relation to "Young Workers".

Discussions have taken place between the HSC and the TUC about European Week for Safety & Health and the HSC had agreed to support "National Inspection Day" this year which normally takes place on the Wednesday of the week. As a result they will be producing two inspection sheets for that event. In addition they would be promoting the day on their website. They will also be providing a number of other resources for Safety Representatives and have agreed to run four training events jointly with the TUC prior to the week. These positive initiatives from the HSC have been welcomed by the TUC and all trade unions and will have a lasting effect. Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer quoting reference No. N4.

**353 HSE Report – "Evaluating the Feasibility of Developing Assessment Charts for High Risk Pushing and Pulling Operations"**

A Report has been prepared by the Health and Safety Laboratory (HSL) for the Health and Safety Executive 2007, entitled "Evaluating the feasibility of developing assessment charts for high risk pushing and pulling operations" (RR562).

This report outlines the work of the HSE Ergonomics Pool to better understand pushing and pulling forces that represent a high-risk of manual handling injury and begin the development of an assessment chart for high-risk pushing and pulling operations. Psychophysical data was reviewed to develop a simple graph showing two hand whole body pushing and pulling forces that were indicative of a high risk of manual handling injury. A draft assessment chart was also produced for assessing pushing and pulling operations. The format of the chart followed the approach of the MAC tool, with a 'traffic-light' risk indication system. Risk factors such as initial force, frequency, travel distance and hand height were selected for inclusion on the basis of the ergonomics literature and the ergonomics approach for assessing pushing

and pulling operations in the field. Peer-review exercises were held to gather input from the Ergonomics Pool and guide further improvements that need to be taken forward before the assessment chart is suitable for user evaluation.

This report and the work it describes were funded by the Health and Safety Executive (HSE). Its contents, including any opinions and/or conclusions expressed, are those of the authors alone and do not necessarily reflect HSE policy.

The 50 Page Report (RR562) can be viewed at: <http://www.hse.gov.uk/research/rrhtm/rr562.htm>

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

**354 Campaign to Achieve Justice for Families Affected by Asbestos**

A campaign to achieve justice for asbestos families in England and Wales has been backed by MPs.

A Parliamentary Early Day Motion (EDM), laid down by Blaydon MP David Anderson, supports the campaign which is demanding equality for families affected by asbestos in England and Wales after it was revealed they are receiving tens of thousands of pounds less in compensation than their Scottish counterparts. It has been signed by scores of MP, many from areas heavily affected by asbestos-related diseases. Make sure your MP signs up if they have not already done so. The EDM calls for the injustice in the way compensation for bereavement is awarded to families who have lost a relative to Mesothelioma to be resolved.

Mesothelioma is a cancer of the lining of the lung and is caused by exposure to asbestos. In England and Wales the level of bereavement compensation is set at £10,000 by law and is only payable to the spouse of the deceased but over the border in Scotland payments up to £30,000 have been made to bereaved widows.

Not only widows but other family members in Scotland can also receive bereavement compensation of between £10,000 to £15,000 each.

The EDM urges the Government to 'act swiftly to ensure that those suffering from this deadly disease have the same rights in England and Wales as they do in Scotland'. The campaign is being led by Thompsons Solicitors, which has offices across the UK. Bereavement compensation for families of those who have died from mesothelioma should be equal no matter where you were exposed to asbestos in the UK.

Many MPs have signed this EDM to show their support for the campaign and we hope

they will fight to create a fairer system for all mesothelioma families in England and Scotland."

Members or their family members who have developed Mesothelioma or any other asbestos related diseases can contact their branch of the union's solicitors for accurate claim advice. There are strict time limits in place to make any injury claim. For further information, contact the branch of the union's solicitors.

The CWU solicitors are experts in all personal injury matters and will be able to advise as to whether or not a valid claim for compensation exists. Specialist personal injury lawyers will be happy to talk members through the process of making a claim in plain English and will be happy to answer any questions or queries.

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

## TELECOMS

**355 BT Wholesale: Project Pond Update Discussions have continued with management since that reported in Branch Officials Bulletin No. 18/2007, paragraph 296.** Management had intended to issue the attached briefing and which has been held up until such time as there had been discussions with the Executive.

These discussions have taken place and it can be reported that the following activities will not proceed and to all intents and purposes have been parked: PDH grooming, BIS Of-flood, I/C Test Booking, TARROT and MSH. However, management continues to pursue DSL Surveillance; Element Manager has now achieved security clearance 'read only' which has been a HMG requirement. The project has expanded the SHDA activity into fulfillment and real time reports; however there are external issues which may prevent this progressing any further.

As to the other areas, VP moves potentially impacts upon 5 FTE, Building Fault Reception Alarms 6 FTE and LLU TAM between 3 and 10 FTE. Management continues to work on the SGMU activity has been restricted by security issues. An opportunity exists in Birmingham to release members onto urgent 21CN pre-MCC and management are exploring and developing this further.

Attached for the information of branches are two further attachments which contain internal management briefings that they will be issuing.  
Brian Healy  
Assistant Secretary

## POSTAL

### 356 Royal Mail Group/POL – Digital Tachograph Policy

Branches/representatives will be aware that from the 1st May 2006 it became a legal requirement for all new vehicles above 3.5 tonnes to be fitted with a Digital Tachograph Device. In order to facilitate the introduction of the new law a revised tachograph policy has been developed by the business in consultation with the union, Bill Steel oversaw these discussions on behalf of the Postal Executive.

The Postal Executive have agreed in principle the new policy document which is attached for the information of branches/representatives who should also note that Royal Mail have confirmed that the Digital Tachograph Cards will initially be funded by the business, be renewed after a five year period and any cards which malfunction will be replaced free of charge by the DVLA. The business however will not fund a replacement card if it has been lost or stolen as is the case with an individual's Driving Licence but have agreed to review this position in light of operational experience once the policy has been in place for three months.

Deployment commenced on the 1st June 2006 and is being supported by an in depth training package which was developed in two of the initial deployment sites Newcastle and South West London Mail Centres. The other Royal Mail Units involved in the first phase of the deployment program are: National Distribution Centre (NDC), East London MC, Peterborough MC, Chester MC and Bangor DO. In Parcelforce the Units are: Medway, Inverness, Edinburgh, Oxford and Exeter LD. The vehicle workshops that are responsible for maintaining vehicles at the above sites will also be included in the deployment.

A formal review of the policy as stated earlier will take place in early September 2007 and the outcome of this review will be reported to the Postal Executive who will, if no difficulties have been identified, then be asked to endorse the new policy and branches will be kept updated on all subsequent developments as appropriate.

All enquiries regarding this paragraph should be addressed as appropriate to Martin Collins, Assistant Secretary (Area Distribution/Mail Centre Drivers); Terry Pullinger, Assistant Secretary (Royal Mail Network/Parcelforce); Bob Gibson, Assistant Secretary (Delivery Office/Collection Hub Drivers); Ray Ellis, Assistant Secretary (Vehicle Services Workshops); Andy Furey, Assistant Secretary (Cash in Transit Drivers).

## 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](http://www.curzoncinemas.com) or visit the Box Office (12 noon to 8 pm).

**Friday 22 June 2007: Protecting future pensions – The Role of Trustees.** 09:00 to 17:00 to be held at Cass Business School, 106 Bunhill Row, London EC1Y 8TZ. The TUC Member Trustee Network annual conference in association with Cass Business School. After a long period of consultation and policy development, the dust is starting to settle on pensions reform. The responsibilities of trustees for safeguarding pensions, whether defined benefit or defined contribution, have been increased by the reforms. Recognition of the importance of the trustees' role is reflected in the requirement for pension funds to have 50 per cent member nominated trustees by 2009. The conference will be chaired by Jeannie Drake, Deputy General Secretary of the CWU. For more information to register for the conference contact Jayne Cranefield, tel 020 7467 1258, email [jcranefield@tuc.org.uk](mailto:jcranefield@tuc.org.uk) or alternatively download a booking form <http://www.tuc.org.uk/extras/trusteeconf.pdf>

**Saturday 23 June 2007: Save Gloucestershire Mail Centre.** A march and rally to save Gloucestershire Mail has been arranged. The details are as follows: 13.00hrs assemble in Kings Square Crown Office Gloucester, 13.30hrs march through Gloucester to the North Warehouse Quay, 14.00hrs rally at North Warehouse Quay Gloucester Docks. Speakers to include Billy Hayes General Secretary, Parmjit Dhanda MP for Gloucester City, David Drew MP for Stroud and Paul Trehearne Branch Secretary Gloucestershire Amal. For more information contact Paul Trehearne on 07977 416610, Gloucestershire Amal Branch on 01452 333970 or [www.save-gloucestermailcentre.co.uk/](http://www.save-gloucestermailcentre.co.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 develop-

ment 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](http://www.marketforce.eu.com/ukpost)

**Thursday 28 June 2007: Unions Supporting Professional Women at Work.** 09:30 to 13:30 to be held at Congress House, London, WC1. This seminar will consider how individual unions are supporting professional women in the workplace. The seminar will explore how unions can support women to challenge workplace barriers and succeed professionally. Jim Fitzpatrick MP, Minister of Employment, will open the seminar. Baroness Margaret Prosser and Kay Carberry, TUC Assistant General Secretary, who both have great experience working for equality in the workplace, will be the keynote speakers. For more information go to <http://www.tuc.org.uk/extras/womenatworkconf.pdf>

**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](http://www.wordsmag.com) (on the trade union pages) and you can download a poster from the PCS website – [www.pcs.org.uk/learning](http://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](http://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](http://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.

**Monday 8th October 2007: Eastern Regional Retired Members' Committee Meeting.** To be held in Community, Swinton House, 324 Gray's Inn Road, London WC1X 8D at 11am. For more information contact Nobby Clark Eastern Region Retired Members Secretary on 07713 155575.

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](mailto: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.