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GENERAL

208

Union Skills III Course

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 **24 – 28 November 2008** and the closing date for nominations is **9th October 2008**.

Only members who have attended a Union Skills I or an Induction and a Union Skills II 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.

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**

EQUAL OPPORTUNITIES

209

Harassment Complaints Database: Union Policy

Branches are again reminded of the need to fill in the Harassment Complaints Database (HCD)

forms, as illustrated in LTB 450/04.

Please ensure that all 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.

210 Mandatory Equality & Diversity Training

Branch secretaries are requested to ensure that any person in their branch who has CWU rep responsibilities and has not yet completed their mandatory equality & diversity training are enrolled in the courses that are planned throughout the regions in the forthcoming months. All reps must do the training – this includes divisional reps, area reps, unit reps and branch officers.

For clarification on dates please contact 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

211 Asbestos Victims – Campaign to Restore Pleural Plaques Compensation

This report is issued further to LTB 944/07 dated 23 October 2007.

Pleural plaques is associated with an increased risk of developing fatal conditions like mesothelioma or asbestosis. Diagnosis of pleural plaques often leads to extreme distress for the victims, as they are left with a ‘time-bomb’ ticking away inside them and the fear that at some unknown time in the future; weeks, months or years they may develop fatal asbestos related diseases which can often lead to a slow and painful death. Many sufferers with pleural plaques tell of the worry and uncertainty it can cause, knowing that one day they may develop devastating mesothelioma, a cancer for which there is no cure.

Pleural plaques are areas of thick scar tissue which form in the chest lining and diaphragm, caused by asbestos exposure. Over time, this thickening of the pleural membrane, which lines the lungs, makes breathing difficult and can lead to fatal diseases mesothelioma and lung cancer.

On 17 October 2007 the highest court in the UK, the House of Lords, announced that it would not overturn an earlier Court of Appeal decision which now prevents sufferers of pleural plaques from claiming compensation on the grounds of negligence. The House of Lords went against the trade unions position and rejected claims of asbestos victims deeming that they had not suffered a “compensatable” injury if affected by pleural plaques. For the 22 years any worker developing pleural plaques due to negligent exposure to asbestos by employers was able to claim industrial disease compensation and the decision by the Court of Appeal brought that all to an end, removing workers rights to any compensation whatsoever. The insurance industry which fought the appeal had succeeded after several attempts to overturn 20 years of case law to halt pleural plaques compensation payments. The Court of Appeal decision meant that people will now get absolutely no industrial disease compensation for pleural plaques despite the fact that their lungs are permanently scarred.

The CWU joined the fight with other unions to restore workers’ rights to compensation for pleural plaques sufferers. Since the House of Lords decision the trade unions and TUC have led a campaign to restore the right to compensation for pleural plaques.

This wasn’t the first major asbestos compensation battle with the insurance industry, faced by the unions. On 3 May 2006 the House of Lords had delivered an earlier equally devastating judgment in *Barker v Corus*, when it said that mesothelioma victims who had been exposed to asbestos in more than one job could not claim all their compensation from one employer which affected their right to claim compensation for the asbestos related cancer, mesothelioma, and meant that they had to figure out the extent to which each employer had contributed to the risk of the disease over the time they had been exposed. To get their full entitlement the

claimant faced the impossible task of finding and suing every culpable former employer, some of whom had disappeared without trace and were never insured. Not a realistic option for someone in good health, never mind someone dying of mesothelioma. As a result of a trade union campaign involving unions, support groups, lawyers and Labour MPs, the government agreed to bring forward legislation to amend the Compensation Act 2006, essentially accepting that the decision by the House of Lords was unjust and that mesothelioma sufferers and their families should receive the compensation they deserved, enabling claimants who have contracted mesothelioma after wrongful exposure to asbestos at different times by more than one “responsible person” to recover full compensation from any one such person, rather than having to trace them all and recover compensation on a piecemeal basis. The insurers were defeated but not deterred and turned their attention to the pleural plaques issue.

A number of Early Day Motions were put down by Labour MPs and the ‘all-party’ asbestos group of MPs with support from other MPs combined with the TUC and other unions including the CWU have been lobbying of the prime minister and other ministers and in the House of Commons at Prime Minister’s Question Time on Wednesday 12th March 2008, Stephen Hepburn Labour MP for Jarrow asked the prime minister – “You will be aware of the disgraceful plight of pleural plaque sufferers in this country, who are being denied their rightful claim to compensation by the courts. Does he agree that it does not matter how the issue is dressed up: pleural plaques are a working-class industrial injury caused by negligent exposure to asbestos? Will he meet the group of MPs who have been campaigning on the issue, so that we can bring an end to this dreadful, Victorian scandal?” The prime minister replied – “I am grateful to my honorable friend for raising the House of Lords judgment, which now has to be answered. Asbestosis and mesothelioma are terrible diseases, and all of us who have seen the effects that they cause know that we have to do more to help the victims of those diseases. On pleural plaques, we are looking at the matter at this very moment. We will publish a consultation document soon. We are determined to take some action, and I am very happy to meet his delegation.”

A CWU led 10 Downing Street petition to the prime minister was set up (as reported in LTB 944/07, submitted by Derek Maylor USR & chair CWU NW Regional H&S Forum) which read:

“We, the undersigned, petition the prime minister to address the decision by the House of Lords on 17th October where they rejected claims of asbestos victims deeming that they had not suffered a “compensatable” injury. This decision will concern many people who are affected by pleural plaques.”

The petition received nearly 450 signatures.

The government's response was received yesterday and is attached in full for your information. The conclusion is that the government is giving serious consideration to all the representations which have been made to them, and are actively exploring how people who have pleural plaques as a result of exposure to asbestos might be supported and they aim to announce their response as soon as they can. Hopefully the government will be persuaded, for a second time, to reverse the Law Lords 17 October 2007 decision as they did for the first time in living memory in July 2006, on that occasion to restore justice following the discredited judgment issued in May 2006 in the Asbestos case of *Barker v. Corus* (reported above).

Further reports will be issued as this matter progresses.

Dave Joyce

National Health, Safety & Environment Officer.

212

Tough Sentence for "Texting Driver" – "Don't Use Your Mobile Phone and Drive – Turn it Off"

Police have welcomed the four-year sentence handed down to a speeding motorist who killed a cyclist while she was sending a text message on her mobile phone. Keira Coultas was found guilty of causing death by dangerous driving, after she sent a text message whilst she was travelling at 45mph in a 30mph zone in Southampton.

Cyclist Jordan Wickington was struck by Coultas' car at a traffic light controlled junction. A spokesperson for the Hampshire's Roads Death Investigation Team, said that the sentence will not bring back Jordan Wickington but it would however, hopefully help to deter drivers who continue to flout the law by using their mobile phones while driving.

The sentence sends out the message to drivers who use their mobile phones while driving that, if they are involved in a serious crash, they stand a high chance of being sent to prison. The police spokesperson added that the tough sentence handed down would convince drivers that no call or message is so vital that it cannot wait until they have pulled over.

The message is quite simple: "Don't use your mobile phone and drive – Turn it off". Nothing is so important that it can't wait until you stop or arrive safely at your destination. Nearly 6,000 drivers were stopped by officers in Hampshire and the Isle of Wight alone last year for driving while using their mobile phones. Currently you can receive a £60 fine and three points on your licence, but this penalty is set to increase. However, if the driver is involved in an accident or is adjudged by the police to be at risk of causing an accident then more serious charges of careless or dangerous driving can be brought. Accidents like this are caused by a purely selfish act and are so simple to avoid.

Safety representatives may wish to use this case as an example to remind our members that drive – "Don't use your mobile phone and drive – Turn it off".

Dave Joyce

National Health, Safety & Environment Officer.

213

HSE Safety Alert: Explosion Risk from Redundant Domestic Back Boilers

The Health and Safety Executive (HSE) has today issued a safety alert aimed at homeowners, tenants, landlords and heating professionals following five incidents in the last five years where redundant solid fuel back boilers exploded. A number of these incidents led to injury and sadly in one case a fatality.

The risk can arise when a disused boiler has been left at the back of a fireplace and a coal or wood fire is lit in front of it. This can mean the boiler heats up causing the boiler casing to explode. If you have a redundant back boiler you should not light an open fire in front of it.

Information in the alert should help you identify whether you have this potential risk in your property/housing stock and what steps you should take. If you are unsure if you have a back boiler behind your fireplace you should seek further advice from your landlord or a competent professional such as a plumber or heating engineer.

For practical and technical advice you can contact the **Solid Fuel Association** helpline on **0845 6014406** www.solidfuel.co.uk or **HETAS**, the body recognised for official testing and approval of domestic solid fuel burning appliances at www.hetas.co.uk.

The alert is on the HSE website at www.hse.gov.uk/services/localgovernment/alert.htm

1. Over the last five years HSE is aware of several incidents regarding exploding back boilers. On 11 November 2007 a woman died after an incident in Twynning, Gloucestershire. An HSE investigation is currently ongoing and no further details can be given at this time HSE is aware of four other incidents. These occurred in Lincolnshire, South Wales and two in Nottinghamshire.
2. HSE is sending a letter to local authorities to ensure they are aware of the alert. At the same time they are being reminded of the safety alert on scalding risks from domestic hot water systems in July 2007 www.hse.gov.uk/services/localgovernment/hotwatersystems.htm

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

214

New Initiative Aims to Improve Scotland's Health and Safety Record

Businesses in Scotland are being encouraged to learn from their peers as part of a new

initiative to tackle fatalities, injuries and illness in the workplace.

Aimed specifically at small and medium-sized companies, the initiative will use a new approach to health and safety in Scotland – using higher performing businesses to share their experiences with SMEs.

Recent research revealed SMEs were more likely to listen to other businesses than to officials and regulatory bodies.

The month-long initiative was announced at the annual Scottish Trade Union Congress in Inverness in April by Judith Hackitt, chair of the Health and Safety Executive, and will be led by the Scottish Centre for Healthy Working Lives (SCHWL) and the Partnership on Health and Safety in Scotland (PHASS).

A programme of activities and events will take place in locations across Scotland to highlight health and safety issues, let smaller companies know what support is out there, and encourage them to play their part in improving Scotland's workplace health and safety record.

A key part of the initiative will be a series of free business to business seminars, featuring companies such as Scottish Power and packaging company Danapak giving straight forward information and practical advice about health and safety to SMEs.

In 2006/07, nearly 200,000 people in Scotland suffered from an illness they believed was caused or made worse by their current or previous employment. Over the same period in Scotland, 31 workers were killed at work and over 12,000 other employees were injured.

The biggest causes of injuries are falls and transport accidents, with construction and farming being the two industries where employees are most likely to be at risk.

Judith Hackitt said that health and safety is a major issue both for the people working in Scotland and for the companies which employ them. The HSE wants employers to recognise that their most valuable resource is their workers and that protecting their health and safety is fundamental to improving business performance, as well as being a legal requirement. The initiative will highlight the considerable advice and support which is out there for businesses in Scotland, from union safety reps and local safety groups, to the extensive services offered by the Scottish Centre for Healthy Working Lives and the responsible businesses willing to share their expertise. The Scottish partnership approach offers a unique opportunity to make a real difference."

A number of business to business seminars took place across Scotland during April/May.

Companies will be able to sign up for further support from the Scottish Centre for Healthy Working Lives and from local safety groups.

There are plans to build on the initiative next year and to make it an annual event.

The Scottish Centre for Healthy Working Lives stated that businesses can be put off by

the thought of dealing with health and safety regulations, yet this process does not need to be as daunting as they think and there is support out there to make the process simple. We are keen for employers to recognise that their most valuable resource is their staff and that protecting their health and safety will be fundamental to improving business performance. By using established, higher-performing businesses and encouraging smaller companies to learn from their experience, we can show SMEs that health and safety does not have to be the minefield they often think it is.

Representatives from SCHWL, HSE and the Partnership for Health and Safety were also present at a series of events over the during April including the RCN Occupational Health Nurses Forum (April 24 - 25) and Workers' Memorial Day (April 28).

The Scottish Centre for Healthy Working Lives is helping to reduce work-related ill health by 20 per cent and days lost to ill health by 30 per cent. In Scotland, 2.2 million working days are lost every year due to sickness absence at a cost to employers of £1.2 billion (£1,600 per employee).

It provides a free occupational health and safety service giving expert and confidential advice to small and medium-sized businesses from all industries and sectors, carrying out a full workplace assessment and giving advice on how to implement any necessary changes.

This latest initiative is part of the £1.2 million Scottish Action Plan on Health and Safety, which was launched in March 2007 and includes action on improving business access to health and safety advice.

The Partnership on Health and Safety in Scotland brings together key players in workplace health and safety including the Scottish government, the Scottish Centre for Healthy Working Lives, the Health and Safety Executive and the STUC.

STUC general secretary Grahame Smith said: "The trade unions were instrumental in establishing the Partnership in Scotland and we welcome this initiative to engage with smaller businesses as we know they often feel overwhelmed by the issue and aren't always aware of the advice and support that's available."

For further information on the Scottish Centre for Healthy Working Lives visit www.healthyworkinglives.com

1. The Scottish Centre for Healthy Working Lives was established in 2005 as part of NHS Scotland. It can offer advice on the latest health and safety legislation, occupational health support and help with health promotion. For a free and confidential advice or to arrange a workplace visit, please call the adviceline on **0800 019 2211**.
2. The aim of the Partnership on Health and Safety in Scotland (PHASS) is to encourage

everyone affected by health and safety in Scotland to recognise that responsible health and safety management is important for Scotland's economic success, as well as being essential for employees' health, safety and wellbeing.

3. For further information on the Scottish Action Plan on Health and Safety visit: www.scotland.gov.uk/Topics/Justice/criminal/Corporate/HandSactionplan

215

Slips, Trips & Falls in Construction – Results of HSE Inspection Initiatives in 2007/08

HSE in February 2008

- 1108 sites and 1419 contractors were inspected
- 208 Prohibition Notices (PN) on work at height issued
- 19 Improvement Notices (IN) on work at height issued
- 17 Prohibition Notices on good order were issued
- 13 Improvement Notices on good order issued
- 138 notices issued on other serious areas of concern
- In 13 cases, inspectors believed the situation on site to be so poor that prosecution is being considered.

HSE in Summer 2007

- 1295 sites and 1586 contractors were inspected
- 220 Prohibition Notices on work at height were issued
- 26 Improvement Notices on work at height were issued
- 24 Prohibition Notices on good order were issued
- 13 Improvement Notices on good order were issued
- 143 notices issued on other serious areas of concern
- In a number of cases, inspectors believed the situation on site to be so poor that investigations commenced which may lead to prosecution.

HSE found

- During both initiatives HSE found that approximately one in three sites and one in four contractors inspected were found to be working below the acceptable standard. HSE inspections identified significant amounts of poor practice across Great Britain. Approximately one in three sites, and one in four contractors, were considered to be working so far below the acceptable standard that HSE inspectors felt it necessary to use their powers to serve enforcement notices to immediately stop the work or activity on site (PN), or to require improvements to be made within a specified timescale (IN).
- During both initiatives HSE found that

almost one in five sites were failing to address work at height risks on site. Working at height is the biggest single cause of serious and fatal injuries on construction sites, yet despite this, on average, almost one in five of the sites inspected demonstrated significant failings in this area requiring service of an immediate PN. Working safely at height is a matter of following simple precautions. The basic principles are:

- Take time to plan the work
- Select the right equipment and use it properly.

Slips and trips, along with falls from height, are the biggest cause of major injuries in construction. Tripping hazards on site are not something which should be taken lightly as our inspectors proved, serving nearly 70 enforcement notices in relation to good order issues during both initiatives.

Good order on site makes good common sense and is good business practice. A tidy and organised site tends to be a more productive one, where people are able to spend their time doing the work they've been paid to do rather than clearing waste out of the way before they can start or climbing over mountains of rubbish to get to their place of work.

What can be done to manage risks on site?

Further information to help manage working at height and good order risks on site are available from HSE on working at height, falls, good order and slips and trips.

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

216

Fine after Employee Loses Part of Finger

The Health and Safety Executive (HSE) has warned companies to protect employees from dangerous machinery and have suitable risk assessments after a female employee lost part of her finger in a machine.

On 18 July 2007, Melissa Graham, who was 31 years old at the time, was working at the glue manufacturers, Chemence Ltd, on Earlstrees Industrial Estate in Corby, placing empty aluminium tubes for glue inside a machine.

Each filled and completed tube should have been pushed up squarely from a holder and channelled down a chute into a plastic box.

However, some tubes would sometimes be pushed up at an angle and fall inside the machine, causing a jam.

The HSE investigation found that it was common for workers to put their hands inside the machine and flick away tubes to clear the jam.

On the day of the accident, Ms Graham attempted to remove a tube in this manner

and her hand was drawn further in.

She pushed the stop button but the drive chain carried on. Two other workers tried to press the emergency stop button but her left middle finger was virtually amputated at the last joint.

After being trapped for over an hour, she was taken to hospital by air ambulance, but staff could not re-attach her finger.

Chemence Ltd was fined £9000 and ordered to pay £1835.60 in court costs, at Corby Magistrates' Court after pleading guilty to breaching regulation 3(1)(a) of the Management of Health and Safety at Work Regulations 1999 and regulation 11(1)(a) of the Provision and Use of Work Equipment Regulations 1998.

Regulation 3(1)(a) of the 1999 regulations deals with the duty of the employer to make a suitable and significant risk assessment while regulation 11(1)(a) of the 1998 regulations covers the duty to prevent access to dangerous parts of machinery.

Dave Joyce

National Health, Safety & Environment Department.

217 CHIP Consultation by HSE

The Health and Safety Executive (HSE) has launched a new consultation on proposals to amend the Chemicals (Hazard Information and Packaging for Supply) Regulations 2002 (CHIP3) in relation to the classification, packaging and labelling of chemicals.

The amendments are necessary because Great Britain must implement into national legislation the Second Adaptation to Technical Progress of the Dangerous Preparations Directive (2006/8/EC), which is commonly known as the Second ATP.

The Second ATP makes changes to three of the annexes in the Dangerous Preparations Directive (1999/45/EC) (DPD) which are technical in nature and have been agreed by experts from member states after consultation, discussion and scientific inquiry. The changes do not affect the main legal duties but do adjust:

- The rules and procedures for classifying and labelling a chemical preparation containing carcinogens, mutagens or substances toxic for reproduction
- The generic concentration limits to be used for the evaluation of the hazards for the aquatic environment
- The classification and labelling requirements for preparations containing ozone depleting substances.

The HSE says that as a result of some of the changes, suppliers may need to take account of any large quantities of newly re-classified chemicals they have stored on site at any one time to ensure that they comply with the Control of Major Accident Hazards Regulations

1999, as amended.

The proposed amendments also clarify and make more consistent the specified warning phrases on labels for certain preparations.

In addition to the changes to CHIP3 needed as a result of the Second ATP, the consultative document also outlines several minor editorial changes to clarify existing requirements and correct errors which do not alter the existing requirements.

The CHIP3 Regulations were last amended by the Chemicals (Hazard Information and Packaging for Supply) (Amendment) Regulations 2005 (CHIP 3.1) and with the latest amendment will be known as CHIP 3.2.

The closing date for responses is **4 July 2008**. The consultation documents can be accessed at www.hse.gov.uk/consult/condocs/cd217.htm

Dave Joyce

National Health, Safety & Environment Officer.

218 NHS Occupational Health 'Demonstration Sites' Named

The government has outlined where six further NHS Plus-managed demonstration sites designed to look at ways of improving access to occupational health among small and medium-sized enterprises (SMEs) are to be located.

The six sites are in Merseyside, East London, West Yorkshire, the North East, Devon and Worcestershire, and are in addition to the five demonstration sites already up and running.

Earlier this year, the government announced £11m of capital funding would be made available for the six sites, on top of the £10m it made available for the first five sites last year.

One trust receiving funding is Barts and the London Trust, which has been awarded £3.4m for the redevelopment of a trust-owned property adjacent to the Royal London Hospital. From this, it will provide an OH advice and rehabilitation centre in partnership with Tower Hamlets Primary Care Trust and the London Borough of Tower Hamlets to help prepare people for a return to work.

The others receiving funding are Aintree University Hospitals NHS Trust, Bradford Teaching Hospitals NHS Foundation Trust, Newcastle Primary Care Trust, Plymouth Hospitals NHS Trust, and Worcestershire Acute Hospitals NHS Trust.

NHS Plus, said these allocations will provide the opportunity to strengthen working practices and achieve new standards of excellence. This will benefit SMEs, their staff, and the NHS.

Although they were originally announced before Dame Carol Black's "Working for a Healthier Tomorrow report" which highlighted the possible role of NHS Plus in helping to widen access to OH among SMEs the Department of Health has linked the new sites to her work.

Health minister Ivan Lewis said the funding

of these schemes highlights the importance of OH services and their important role in supporting health, safety and wellbeing in both the workforce and the community. The full list of sites is shown below:

First Phase

Buckinghamshire Hospitals NHS Trust
Cambridge University Hospital NHS Foundation Trust
Imperial College Healthcare NHS Trust
Portsmouth Hospitals NHS Trust
York Hospitals NHS Trust

Second phase

Aintree University Hospitals NHS Foundation Trust
Barts and the London NHS Trust
Bradford Teaching Hospitals NHS Foundation Trust
Newcastle Primary Care Trust
Plymouth Hospitals NHS Trust
Worcestershire NHS Trust

Dave Joyce

National Health, Safety & Environment Officer.

219 HSE Warns Companies to take the Danger of Working at Height Seriously

Engineering safety reps will be interested in the following:

The Health and Safety Executive (HSE) has warned companies to take the safety of their employees working at height seriously. The warning follows HSE's prosecution of a Liverpool construction company for failing to implement safe systems of work for working at height after repeated warnings.

Maghull Construction Company Ltd of Switch House, Northern Perimeter Road, Bootle was fined £3,000 and ordered to pay £1,908 costs after pleading guilty of breaching regulation 6(3) and 12(4) of the Work at Height Regulations 2005 at Southport Magistrates' court.

On August 2006 after a complaint from a member of the public, an HSE inspector visited a Maghull Construction site. The inspector found unsafe work at height practices including inadequate edge protection and missing guardrails and toe boards. They served a Prohibition Notice which stopped work near open edges until suitable measures to prevent falls were in place. When the inspector revisited the site on 2 November she discovered similar problems and a second Prohibition Notice was served.

HSE Inspector Sarah Wadham said: "This company placed its employees at risk by not taking reasonable precautions to prevent accidents while working at height. After visiting the site I had such concerns about the dangers that I issued a Prohibition Notice to ensure the company met their responsibilities for the health and safety of their workers.

"Despite receiving written assurances

that action had been taken to make the site safe, when I revisited it I again found serious breaches of health and safety practices and the company's own guidelines

"Falls from heights remain the most common kind of accident causing fatal injuries. A risk assessment should always be carried out, the work should be carefully planned and carried out by competent people."

Regulation 6(3) of the Work at Height Regulations 2005 says: Where work is carried out at height, every employer shall take suitable and sufficient measures to prevent, so far as is reasonably practicable, any person falling a distance liable to cause personal injury.

Regulation 12 (4) of the Work at Height Regulations 2005 says: Every employer shall ensure that a working platform –

1. used for construction work; and
2. from which a person could fall 2 metres or more, is not used in any position unless it has been inspected in that position or, in the case of a mobile working platform, inspected on the site, within the previous seven days.

Information on falls from height can be found at: www.hse.gov.uk/falls/index.htm
Dave Joyce
National Health, Safety & Environment Officer.

220 Dog Owner Fined after Postman is Bitten

Blackpool Gazette 19 November 2007.

The owner of a dangerous dog which attacked a postman delivering mail has been fined.

Sharon Mercer, of Foster Court, Chorley, pleaded guilty in absence at South Ribble Magistrates' Court to being the owner of a grey and white Staffordshire Bull Terrier dangerously out of control in a public place.

The court heard that Royal Mail postman Phillip Birchall had been delivering mail to a house at Foster Court where he could hear the sound of a dog barking behind the front door.

He delivered the mail and continued on his round before hearing a door open and two women chatting.

The court was told Mr Birchall heard a woman shouting as if she was calling a dog.

Magistrates heard that he turned round and saw a dog running towards him. The dog tried to jump up, biting at the postman's legs.

The defendant tried to get hold of the dog and shouted but the dog carried on the attack.

Mr Birchall says he was on the floor for about a minute before the defendant finally managed to get hold of the dog and take it away.

He took several minutes to compose himself before continuing his round after the attack took place last March.

Mercer was fined £100 and ordered to pay £75 costs.

A spokesman for Chorley Council said: "We hope this prosecution sends out a message that we will not tolerate dangerous dogs in Chorley. People should be able to go about their business without the fear of being

attacked by a dog."

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer quoting **reference No. P18**.

221 CWU Health Safety and Environment Department Fringe Meeting on Occupational Health and Safety – A Gender Issue

Two hundred union safety reps and branch officials packed the CWU Health Safety and Environment Department fringe meeting in Liverpool on Tuesday 10th June.

Opening the meeting entitled "Occupational Health and Safety – A Gender Issue", CWU national officer Dave Joyce said:

"The role of union safety reps is clear; it covers health as well as safety so health and safety rep is a better title." Dave said that "unions wanted to ensure that employers fulfil their duties by consulting union safety reps on a whole range of health, safety and welfare issues. As part of our policy of tackling the occupational health agenda we will continue to work with the Men's Health Forum (MHF) and the Wellbeing of Women (WOW) and others to promote a climate in the workplace where members feel supported."

Speaking on behalf of the Men's Health Forum, their chief executive, Peter Baker said: "If a plane crashed in the UK every day killing over 300 people there would be outrage and the press and Parliament would demand action. However, over 330 men die in the UK every day under the age of 70 and very little is said about it." Peter went on to describe the work the MHF had done with Royal Mail, BT, other employers and the CWU.

Speaking on behalf of the Wellbeing of Women, Deborah Mason said that WOW was the only UK charity funding research into health problems of women. Deborah related women's health issues in the workplace. She said that one in two women suffer reproductive problems. Deborah encouraged everyone to organise "Purple Days" and events to help support the work of WOW.

Delegates at the meeting spoke in support of the speakers and discussed issues relating to occupational health and safety, as a gender issue. Thousands of pamphlets from MHF and WOW were distributed to conference delegates and visitors attending the meeting and were well received. A full report of the meeting and the slides from MHF and WOW will be placed onto the health and safety section of the CWU website in the near future.

Dave Joyce
National Health, Safety & Environment Officer.

TELECOMS

222 BT Wholesale: Aligning Around Our Customers – Customer Service Support Roles

Further proposals have been shared with the Union on the next steps of Aligning Around Our Customers within BTW Customer Service as initially outlined in Branch Officials Bulletin No. 19, Paragraph 167.

Part of this organisational review looked at the business requirement to provide support to the senior teams. Specifically this looked at Personal Assistant (PA) roles at both a director and General Manager (GM) level. BT Wholesale looked at benchmarking best practice within the organisation and sought to remove any overlap and duplication. The conclusion of this review will see a reduction in the number of support roles that are in Customer Service.

In scope for this review were 18 PA roles across Customer Service. Of these roles five will lift and shift into the new organisation structure, where the individual supports a director on a one to one basis and the role and relationship will not change. The remainder of the PA roles will be aligned to support the remainder of the GM/director population across the organisation on a one to three ratio basis. This model will see a requirement for four roles moving forward. Of the non lift and shift population management expect nine to be in the pool for selection for these roles. This pool takes account of a number of individuals who have either moved on to new roles or recently left the business under paid leaver terms.

Other than those that will move across on a lift and shift basis the remainder of these roles will be appointed through a positive selection process. A copy of the documentation is attached for information. Branches should note that the procedure is not an agreed one in that there are fundamental flaws in the process and in one particular aspect go against the grains of natural justice. Branches will be updated in due course.

Brian Healy
Assistant Secretary

223 BT Operate: Global Configuration Moves from T2R to L2C

Attached for the information of branches are copies of internal briefings on the movement of the Global Configuration team currently in Trouble to Resolve and to be lifted and shifted into Lead to Cash.

There are changes to the terms and conditions of members.

Brian Healy
Assistant Secretary

224 BT Wholesale: Aligning Around Customers

Further activity has taken place on Aligning Around Customers as reported in Branch Officials Bulletin No.19/2008, Paragraph 167.

As a consequence of the review to date, the Business Management team have examined their workstack in detail and looked at the potential areas where automation and efficiencies can be introduced. In implementing

these measures the current team will see a reduction of three team members/CWU grade posts. BT Wholesale will look to implement these changes in line with the principles previously agreed, specifically applying the positive selection process to identify the new teams. There will be two positive selection pools, one for each of the following teams:

- The team member population within the six Sigma team will reduce from four to three people
- The team member population within the QoS and Customer Experience Measures team will reduce from seven to five.

Communications to impacted individuals will begin shortly, with the process implemented and completed by the end of June. Those individuals not selected will move into the Wholesale Skills Transition Centre.

Brian Healy
Assistant Secretary

POSTAL

225 Uniform Tax Allowance

Branches are asked to note that we have received confirmation that the tax authorities have agreed that the amount that can be claimed against tax for royal Mail uniform cleaning has been increased for the current tax year from £90 to £120. This should be applied automatically through the pay centre but this information should be circulated to members so they can check that this has been properly applied.

Any enquiries to **Bob Gibson's department, reference No. 500.**

226 Annual Conference Decisions 2008 –Parcels, Logistics & Quadrant

Reproduced below are the decisions which were debated and carried at this year's annual conference and that fall under the remit of the Parcels, Logistics & Quadrant Department. The respective businesses have been advised in writing of these decisions and meetings have been requested to discuss the decisions.

Parcelforce

Section 1 – Pay & Related Matters

Motion 17

This conference instructs the incoming Postal Executive to negotiate an agreement with Parcelforce Worldwide on the introduction of an assigned special responsibility allowance payment for the transport duty in depot to reflect the extra responsibility the transport duties have taken on since the introduction of the Road Transport Act.

The Postal Executive is instructed accordingly.

Motion 21

Conference agrees that the use of man & van type couriers in some areas of the country is leading to a loss of customer service and public perception of Parcelforce Worldwide.

The increasing use of external resource is being driven by the difficulty to recruit and retain employees in some areas of the country, therefore, in line with the 2007 pay agreement, the incoming Postal Executive is instructed to enter into urgent negotiations with Parcelforce Worldwide on the re-introduction of a difficult recruitment and retention payment.

The Postal Executive is instructed accordingly.

Motion 27

The Postal Executive is instructed to negotiate an agreement with Parcelforce Worldwide on the introduction of local CWU graded trainers. The agreement should ensure those taking up the role receive full training and receive the appropriate allowance.

The Postal Executive is instructed accordingly.

Packages & Express Conference 2008

Motion 108

This conference agrees that a joint review of PM deliveries takes place as a matter of urgency to ascertain the benefits to the business and as such no agreement to be given to the roll out of PM deliveries until such time as the CWU are satisfied with the results of the review.

The Postal Executive is instructed accordingly.

Motion 112

This conference agrees that all collection drivers are given a 'Packaging and Guidelines' booklet to use when collecting parcels from new customers and ad-hoc customers. The booklet will also include manual handling techniques and forms to hand back to the customer services desk of any customers who do not meet the posting guidelines. Copies should also be made available to all staff who deal with collection calls and any claims on damaged or delayed parcels.

The Postal Executive is instructed accordingly.

Motion 113

Conference agrees that the use of performance monitors and targets for drivers is not in the best interests of the membership as it both undermines the key flexibility enablers within PFWW and undermines the "adult to adult" approach to getting the job done defined within the Blueprint Agreement. Conference agrees that if any attempt is made to impose such arrangements that the Postal Executive are instructed to consider a Rule 13 ballot.

The Postal Executive is instructed accordingly.

Motion 114

This conference agrees that a review of the following needs to take place before the growth of any heavy and large item contracts are rolled out:

1. Do we have the right vehicles in the depots?
2. What consequences does this traffic have on the national hubs?
3. What consequences does this traffic have on the local depots?
4. What further training will be needed across the network to process, deliver and input these contracts?
5. Any growth in this traffic must include the use of Parcelforce staff and not be reliant on agency/courier staff.
6. This list is not exhaustive.

Furthermore due to the ongoing growth of the parcel network and the ability for Parcelforce to attract new business the review will take place before September and the start of the autumn pressure period.

The Postal Executive is instructed accordingly.

Motion 115

Following the recent announcement by Parcelforce Worldwide that they are considering competing in the heavier and large parcel market, the incoming Postal Executive are instructed to seek agreement with the business that safeguards our members and protects quality of service when handling this type of traffic. Conference therefore instructs the national officer and the Postal Executive to enter into immediate negotiations which achieve the following safeguards:

Therefore securing a commitment that our members will have the right equipment to handle heavier and larger parcels.

That the Coventry Hub and depots have designated areas to sort and distribute heavier and large parcels.

That consideration is given to introduce dedicated HAL/bulk routes.

That a commitment from the business health and safety procedures are adhered to at all times whilst handling HAL traffic.

The list is not exhaustive.

The Postal Executive is instructed accordingly.

Motion 116

This conference agrees that any changes to the current network for autumn pressure will be agreed in advance with the CWU and the affected CWU branches, this will include the following:

1. Any autumn pressure hubs will be agreed by August 08 with full CWU involvement.
2. Any autumn pressure satellite offices will be agreed at the same time.
3. Any autumn pressure workplace expansion will be agreed at the same time.

4. Any autumn pressure staffing issues will also be agreed at the same time.
5. Any other pressure periods to be agreed by the CWU before any implementation.
6. All proposed autumn pressure changes etc will also be monitored by the relevant H&S bodies before implementation.
7. Any other changes to the network will follow the agreed protocols.

Furthermore no agreements will be given to any changes until the national officer has signed off any relevant agreements or an LTB has been circulated.

The Postal Executive is instructed accordingly.

Motion 118

This conference agrees that the process in dealing with charge parcels within Parcelforce Worldwide is not in line the current agreement, therefore, the incoming Postal Executive is instructed to negotiate an agreement with Parcelforce Worldwide which addresses the issues at depot and hub level.

The Postal Executive is instructed accordingly.

Motion 120

This conference calls for a review and understanding of roles within the Wakefield Parcelforce call centre to include the following:

1. The different pay rates versus the different roles in the centre.
2. A standardised, agreed training package with all staff working in the same way and new starters receiving adequate accepted training.
3. Advisor involvement/consultation in changes which affect their day to day work.
4. An updated job description of each role within the contact centre.
5. A commitment to appropriate resourcing for all of the work streams within the contact centre.
6. A movement away from agency recruiting with a commitment to quality recruitment and retention.

The Postal Executive is instructed accordingly.

Motion 122

This conference instructs the incoming Postal Executive that no agreement is given regarding the recent proposed security rules for Parcelforce drivers. Whereby Parcelforce Worldwide propose that any breaches of vehicle security will result in the possibility of termination of contract for a first offence.

Conference agrees that the current Parcelforce security rules are sufficient and fair, whereby confirming any breaches of vehicle security may be treated as a dismissible offence.

The Postal Executive is instructed accordingly.

Motion 124

Conference instructs the national officer to enter into negotiations with Parcelforce Worldwide with a view to developing an agreed and binding Code Of Practice (COP) that will include when, where and how such technologies are used by the employer in relation to discipline, capability and performance.

This COP will include the following technologies: Smart Scanners, Symbol Device, Telephone response equipment.

The above list is not exhaustive.

The Postal Executive is instructed accordingly.

Motion 125

This conference agrees that any new Parcelforce vehicles ordered should include the following security measures.

1. Alarm/immobilisers fitted
2. Secure bulkheads
3. Key fob to lock/unlock vehicle
4. Driver panic alarm button
5. Secure box/wallet
6. Security notices displayed on exterior.
7. A new smaller lanyard system.

The Postal Executive is instructed accordingly.

Motion 126

Conference agrees that existing policy in relation to securing an agreement with Parcelforce on rehabilitation be pursued as a matter of urgency.

The Postal Executive is instructed accordingly.

Motion 128

Conference agrees that the current recruitment process within Parcelforce Worldwide is failing to attract experienced high quality applicants, therefore the incoming Postal Executive is instructed in line with the commitment in stage 2 of the 2007 pay deal to negotiate an agreement which achieves the following:

- Reviews the current end to end recruitment process
- Enables the involvement of the CWU in designing a blueprint recruitment advertisement
- Jointly identifies and addresses any possible reasons for the lack of interest from other employees of rival parcel carriers
- Jointly identifies best recruitment practises
- Jointly reviews the entrance examination process.

This list is not exhaustive.

The Postal Executive is instructed accordingly.

Motion 131

Conference agrees that the Postal Executive secures an agreement with Worldwide regarding the monthly pay dates for Parcelforce Worldwide grades.

It is apparent that monthly pay members are currently adversely affected by pay dates during December and January. Therefore the Postal Executive is instructed to negotiate an agreement which changes the monthly pay date to 20th of each month.

The Postal Executive is instructed accordingly.

Motion 132

Conference re-affirms the commitments given within the 2006 and 2007 Parcelforce pay agreement and in particular Annex D (joint training) and training of flexibility working.

The Postal Executive is instructed accordingly.

Motion 133

Conference agrees to instruct the incoming Postal Executive that in line with Motion 3.16 carried at the Packages and Express Conference 2005 that agreement is reached immediately to ensure all Parcelforce members receive free eye care funded by the business.

The Postal Executive is instructed accordingly.

Motion 134

This conference calls for a full joint review of the 739 POL procedures to include the following:

- 1.The effects on Q of S
- 2.The effects on the depot customer services
- 3.The effects on claims
- 4.The POL review/closure program
- 5.Local driver/CWU concerns.

The Postal Executive is instructed accordingly.

Network Decisions 2008

Section 1 – Pay and Related Matters

Motion 34

Conference agrees that the incoming Postal Executive negotiate with the employer, that all meal relief's for professional drivers in Network over 45 minutes are paid breaks.

The Postal Executive is instructed accordingly.

Motion 36

This conference instructs the incoming Postal Executive to enter into immediate negotiations for the introduction of enhanced payment for attendance on Christmas and New Years Day for the Professional Drivers Grade in Royal Mail Network. This can be in the form of either an enhanced hourly rate or as an additional lump sum payment.

The Postal Executive is instructed accordingly.

Quadrant Decisions 2008

Section 2 – General Issues

This conference instructs the incoming Postal Executive to seek an agreement on Quadrant Pay on the following lines.

1. Obtain the maximum pay increase possible
2. Increase in the London weighting payment
3. Any pay increase shall flow through to all overtime and allowances
4. Reduction of the working week to 35 net working hours.
5. All increases to be fully pensionable
6. Increase full paid maternity leave from 39 weeks to one year
7. Introduction of a weekday hourly overtime rate that is no lower than the hourly rate of pay
8. Look to introduce a Saturday hourly premium overtime rate
9. Continue to progress policy on child care/ carers/family friendly provisions as part of the pay agreement.

This list is not exhaustive.

If negotiations are not completed by 1st July 2009 the Postal Executive shall consider implementing a ballot of the membership under National Rule 13.

The Postal Executive is instructed accordingly.

Motion 61

This conference agrees that in light of the recent major changes and business led initiatives that have and are taking place within the Royal Mail Group, i.e. mail centre reviews, Pegasus etc, that a moratorium be negotiated with Royal Mail in regards to the national review of Quadrant services.

The Postal Executive is instructed accordingly.

Motion 66

This conference instructs the incoming Postal Executive to seek an agreement with Quadrant on the introduction of career breaks. The agreement should at least match the best policy across the Royal Mail Group.

The Postal Executive is instructed accordingly.

Terry Pullinger
Assistant Secretary
Parcels, Logistics and Quadrant

EVENTS BULLETIN

Saturday 21st June 2008: National March Against Fascism and Racism – Stop the Fascist BNP. Assemble: 12 noon, Tooley

Street, London SE1 (behind Greater London Assembly building, near Tower Bridge, nearest underground station London Bridge). March to Trafalgar Square, W1. March and carnival parade against fascism and racism including floats with top artists performing, marching & samba bands and trade union & student union banners. Called by Unite Against Fascism and Love Music Hate Racism, supported by trade unions and other organisations. In the wake of the election of the fascist British National Party's Richard Barnbrook to the Greater London Assembly (GLA), and of other new BNP councillors in other parts of the country, we will show once again that anti-fascists are the majority. Please come along and bring your friends and family, union banners welcome. For further information or to get involved or put on a float call **Unite Against Fascism** on **020 7833 4916** email unite@ucu.org.uk web www.uaf.org.uk or **Love Music Hate Racism** on **020 7801 2781** email info@lovemusichateracism.com web www.lovemusichateracism.com

Monday 23 June 2008: Demonstration for Democracy, Rights and Freedom for Zimbabwe.

12.30 – 2 pm outside the Zimbabwe Embassy, 429 Strand, London, WC2R 0JR. Nearest tube Charing Cross. On 23 June Lovemore Matombo, President of the Zimbabwe Congress of Trade Unions (ZCTU) and Wellington Chibebe, General Secretary of ZCTU are due in court to face charges of spreading falsehoods prejudicial to the state. As part of their bail conditions they are not allowed to address political or public gatherings. These charges and bail conditions are clear breaches of free speech and freedom to associate. We urge people to protest at attempts to silence trade union leaders and the state sponsored violence and intimidation which has intensified since the first round of elections in March. You can read more information about the demo on our website.

Tuesday 24 June 2008: The Quality of Working Life: Promoting a Healthy Agenda.

To be held at the Adelphi Hotel, Lime St, Liverpool, 10.30am – 4.15pm. Is it time to re-consider health and safety? A quality of working life focus could include work/life balance, flexibility, hours and holidays, job security and more. This conference will debate the way forward to protect the health, safety and well-being of workers. Speakers: Professor Phil James, Oxford Brookes University; John McDonnell MP; Mark Turnbull, Thompsons Solicitors and more. IER Subscribers £75, Trade Unions £90 and Commercial £220. For more information contact the **IER** at The People's Centre, 50-54 Mount Pleasant, Liverpool, L3 5SD or telephone **0151 702 6925**.

Wednesday 25 June 2008: The IEA & Marketforce's 7th Annual Conference, the Future of UK Postal Services. To be held at The Café Royal, London. Modernisation,

competition and the market: where next for the industry? Full liberalisation of the postal market has been in place since 2006, and the market has been and will be evolving rapidly as the industry adjusts to competition. We are faced with questions concerning the future role of regulation, adapting to changing customer demand, and how to retain and gain customers in an increasingly competitive market. Speakers include Adam Crozier, Chief Executive Officer, Royal Mail Group; Marianne Treschow, Director General, PTS, Sweden; Nick Wells, Chief Executive Officer, TNT Post and more. For more information contact **MarketForce Communications** on **020 7760 8699** or visit www.marketforce.eu.com/ukpost

Thursday 3 July 2008 – Friday 4 July

inclusive: TUC LGBT Conference. Will be held at Congress House, Great Russell Street, London WC1B 3LS. The TUC LGBT Conference 2008 takes place at Congress House. It is one of the largest annual gatherings of LGBT activists and workers. Unions will be invited to submit motions for debate, and send delegations, early in 2008. The TUC welcomes visitors from relevant organisations to the event. For more information contact **Peter Purton**, **020 7467 1271**, ppurton@tuc.org.uk

Wednesday 9 July 2008: The Last

Employment Taboo: Age Discrimination.

A half-day seminar to be held at the UCU Britannia Street, London WC1. Speakers include Chris Ball, TAEN and Stephen McNair, NIACE. For more information contact the **IER** at The People's Centre, 50-54 Mount Pleasant, Liverpool, L3 5SD or telephone **0151 702 6925**.

Monday 14 July 2008: The Institute of Economic Affairs' Conference.

Pensions Policy for the Future. Will the crisis be averted? Building the framework for secure and sustainable retirement. Can policy keep up with the reality of retirement? A nation wide aversion to saving, complex regulation, and increased longevity have all lead to the recent radical reform of the British pensions system. Pensions Policy for the Future represents a superb opportunity for pension trustees, fund managers, life insurers, banks, policy-makers, employer organisations, industry associations and academia, to lead the debate informing the future direction of pensions legislation. Speakers include: Chris Grayling, Shadow Secretary of State for Work and Pensions; Joanne Segars, Chief Executive, National Association of Pension Funds; Matthew Annable, Chairman, Pensions Policy Institute and more. For more information contact the **Institute of Directors** on **020 7839 1233**, email enquires@iod.com or visit www.iod.com

Monday 14 July 2008: Seminar For Black Women.

The TUC are holding a seminar for black women trade unionists at the TUC, Congress House, Gt. Russell Street. London

WC1 between 2.00pm and 4.30pm. The seminar 'Black Women and Employment – A Way forward' will provide an opportunity for black women activists to: Discuss issues that black women face in employment, prioritise the issues that trade unions need to raise on their behalf, plan a strategy on organising black women in the workplace and making sure that their priority issues are acted on by trade unions. For more information please contact **Narmada Thiranagama** (TUC Women's Officer) narmada@tuc.org.uk

Wednesday 16 July 2008 – Friday 18 July inclusive: Tolpuddle Green Camp 2008. 10:00 to 18:00 daily. To be held at Tolpuddle, Dorset, DT2 7EH. There will be a charge for food, from a subsidised organic cafe on site. Participants will bring their own tents to camp on site. For people interested in taking a wider view of their role as environmental champions, and taking forward the idea of Green Reps in the workplace. Based at the site of the Tolpuddle Festival, with the 2008 festival beginning as the Green Camp ends on Friday 18th July. Course participants will camp on site for a programme of presentations, discussion and activity and local visits. Successful completers will receive a Level 2 Award from the Open College Network. For more information contact **South West TUC**, tel: **0117 947 0521** email: southwest@tuc.org.uk or visit www.unionlearn.org.uk/extrasul/greencamp08.pdf to download information leaflet.

Friday 18 July 2008 – Sunday 20 July inclusive: Tolpuddle Festival. On February 24th, 1834, six farm labourers from the Dorset village of Tolpuddle were arrested on a charge of taking part in an 'illegal oath' ceremony. In the eyes of their masters, however, the real offence was that they had dared to form a trade union to defend their livelihood. For this they were sentenced to seven years' transportation to the penal colonies of Australia. The sentences provoked an immense outcry, leading to the first great mass trade union protest. The campaign won free pardons

and the martyrs' return to England. A historic episode in the struggle for trade unionists' rights in Great Britain. For more information contact **South West TUC: 0117 947 0521, southwest@tuc.org.uk**

Monday 8 September 2008 – Thursday 11 September inclusive: TUC Congress 2008. Brighton.

Saturday 21 September 2008 – Wednesday 24 September 2008: Labour Party Conference. Manchester.

Saturday 4 October 2008: Keep the Promise: End Child Poverty. 1 in 3 children live in poverty in the UK today. We can see the damage that poverty does to our society and are demanding a better future for all our children. The government have made the promise of a generation – to end child poverty. Let's hold them to it. Join thousands of us at Keep the Promise in London on Saturday October 4th – the UK's biggest ever event to end child poverty. 11.30 Assemble on Millbank, near Lambeth Bridge, for more details see website. 12.30 march through Westminster to Trafalgar Square – 14.00. Followed by family fun and speakers in Trafalgar Square. For more information visit the **End Child Poverty** website at www.endchildpoverty.org.uk/promise

Friday 10 October 2008: National Youth Education Event 2008. Start 6pm Friday and ends lunchtime Sunday. This year's National Youth Education Event has been set to take place over the weekend of 10-12 October at the Jury's Inn Hotel in Brighton. Branches are therefore asked to consider advertising this event to their young members and encouraging them to attend – it is the primary youth event run by the CWU. It brings together young (under the age of 30) activists over the course of a weekend in which they gain knowledge, skills and confidence about their role in the union and the union's work in general. For more information or an application form please contact **Jo Thair** on **020 8971**

7487 or jthair@cwu.org

Wednesday 22 October 2008: Update on Equality Law: Are we catching up?

To be held at the Adelphi Hotel, Liverpool. A critical look at the role of the new Equalities Commission, the equalities legislation and best practice solutions in the workplace. An informed and sympathetic understanding of the latest developments in equality legislation. Speakers include: Professor Aileen McColgan, Kings College, London; Dr Lucy Vickers, Oxford Brooks University; Sally Brett, TUC; Vicky Philips, Thompsons Solicitors and others to be confirmed. IER Subscribers £75, Trade Unions £90 and Commercial £220. For more information contact the **Institute of Employment Rights** (IER) at The People's Centre, 50-54 Mount Pleasant, Liverpool, L3 5SD or telephone **0151 702 6925**.

Wednesday 12 November 2008: Employment Law Update: Fairness at Work. To be held at the Adelphi Hotel, Liverpool. We intend Employment Law Update to be an annual event to review existing legislation and look at new legislative proposals. Speakers to include: Thompsons Solicitors, leading north west barristers; NW TUC and others. IER Subscribers £75, Trade Unions £90 and Commercial £220. For more information telephone **0151 702 6925**.

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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.