

GENERAL

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Harassment Complaints Database: Union Policy

Branches are again reminded of the need to fill in the Harassment Complaints Database (HCD) forms, as illustrated in LTB 450/04.

Please ensure that all 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.

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Mandatory Equality & Diversity Training

Branch secretaries are requested to ensure that any person in their branch who has CWU representative 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.

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Amendment to LTB No. 510/08 – Disability & Special Needs Conference 2008

For clarification purposes, please note that LTB No. 510/08, refers to the Disability & Special Needs Conference to be held in Birmingham in October 2008 and not 2007, as is sometimes referred to in the LTB.

For further advice please contact the Equality Department.

Any enquiries about this paragraph should be addressed to **Linda Roy**, Equality Officer.

HEALTH AND SAFETY

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Tougher Health and Safety Penalties a Step Closer to Becoming Law

The Health and Safety (Offences) Bill which has government backing and was put forward by Streatham Labour MP Keith Hill has received unopposed support by MPs and has been sent to the House of Lords for final scrutiny. It's hoped that the bill will be returned quickly for enactment and become law later this year.

Under the bill, the maximum fine in magistrates' courts will be raised from £5,000 to £20,000 for most offences and for the first time 'imprisonment' will be made an option for most health and safety offences in lower and higher courts. Unlimited fines and jail sentences will be available for cases that come before the Crown Court.

MP Keith Hill said "The aim was to 'punish the criminally negligent' who put life and limb in danger in the workplace, and to deter those who are tempted to cut costs by breaking the law."

Junior work and pensions minister Anne McGuire welcomed the bill, saying "It was important that penalties 'fully reflected the seriousness of offences' and deterred irresponsible behaviour."

CWU national health, safety & environment officer Dave Joyce, commented "The objective behind the changes is that sentences for health and safety offences become sufficient to deter those tempted to break health and safety laws, and sufficient to deal appropriately with those who do commit regulatory offences.

"We certainly hope this bill will become law soon and in combination with the new Corporate Manslaughter and Corporate Homicide Act will at long last provide a framework of penalties that fit the crime and give the UK a safety boost.

"We have urged government to ensure that sufficient parliamentary time is provided to progress this bill to a conclusion so that it becomes law as similar bills had fallen due to a lack of time to complete the passage through parliament"

Full details have been circulated in Communication Workers Union' Letters to Branches (LTB) 505/08.
Dave Joyce
National Health, Safety & Environment Officer.

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BT Operate: Location Managers

The TFSE BT Operate team has been advised of details of further organisational changes BT Operate are looking to complete by the end of July 2008.

In order to deliver their stated strategic objectives of Right First Time and Number One for Customer Experience under the Simply United programme which has a number of elements of which location managers are part of the integration, and as part of the programme to capitalise on the skills and experience of location management teams, BT Operate are planning on integrating the location managers into the regional business manager areas by the end of **July 2008**.

In the majority of cases this will be a lift and shift organisational change; in a small number of cases there will be realignment of team members to area location managers (front line manager) once the regional business manager areas have been confirmed.

BT Operate are planning on giving the union further updates shortly, as agreed on the Simply United programme and this will be the subject of further reports to branches.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

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 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 nationwide 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 assurers, 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 Thiraganama** (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 Phillips, 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:

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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.