

GENERAL

No items this week

EQUAL OPPORTUNITIES**407** Harassment Complaints Database: Union Policy**408** Mandatory Equality & Diversity Training**HEALTH AND SAFETY**

No items this week

TELECOMS**409** BT Wholesale: Networks Business Support Programme**410** BT Wholesale: Managing to a High Performance Culture**411** BT Wholesale: Team Member Salary Progression**412** One IT: Newstart Extended Deadline**413** One IT: Newstart and BT Design Redeployment Group**414** BT Operate: Invitation to Take Part in Culture Audit**POSTAL**

No items this week

LETTERS TO BRANCHES

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|------------|----------|---------------------------------------------------------------------------------------------|
| 681 | 25/07/07 | Postal Campaign – Kevin Slocombe |
| 682 | 26/07/07 | BT Pay and Allowance Rates – Jeannie Drake |
| 683 | 26/07/07 | Royal Mail Efficiency Scheme 2006/07 – Dave Ward |
| 684 | 26/07/07 | Postal Dispute – Employment Agencies – Dave Ward |
| 685 | 26/07/07 | Postal Dispute Bank Holiday – Weekend 25 August 2007 – Billy Hayes |
| 686 | 27/07/07 | CWU Draft Submission on the DLR Discrimination Law Review – Michèle Emerson |
| 687 | 27/07/07 | STUC Women's Conference – John East |
| 688 | 27/07/07 | Royal Mail Group Pensions Consultation – Ray Ellis/Dave Ward |
| 689 | 27/07/07 | Royal Mail Dispute – Dave Ward |
| 690 | 27/07/07 | Industrial Relations – Dave Ward |
| 691 | 31/07/07 | POL Crown Office Network Pay 2007 Strike Action – Andy Furey |
| 692 | 31/07/07 | National Demonstration and Rally: Royal Mail Dispute – Tuesday 21 August 2007 – Billy Hayes |
| 693 | 31/07/07 | Royal Mail Dispute – Unite – Billy Hayes |
| 694 | 01/08/07 | Royal Mail Dispute – Dave Ward |

EQUAL OPPORTUNITIES

407

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.

408

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.

TELECOMS

409

BT Wholesale: Networks Business Support Programme

Further to the report in Branch Officials Bulletin No. 27/2007, paragraph 405, branches may wish to be advised of the response given by Networks Business Support management to points raised by the union. This is contained in the associated attachment.

Brian Healy
Assistant Secretary

410

BT Wholesale: Managing to a High Performance Culture

Branches will recall from LTB 263/07 that the BT Wholesale Executive team had taken up and challenged the guidance given out by the HR Director on the definition of what is required to secure a "Good" rating on the APR.

Management have finally responded in a documented form and this supports and accepts the CWU's view that that the definition given is not applicable to CWU grades. This confirmation is attached, however, regrettably the debate over the production of evidence to secure a "Good" rating continues and this will be further reported upon in due course.

Brian Healy
Assistant Secretary

411

BT Wholesale: Team Member Salary Progression

Branches may wish to be advised of the annual statement made by BT Wholesale on salary progression for CWU grades, the details of which are attached.

Brian Healy
Assistant Secretary

412

One IT: Newstart Extended Deadline

Branches may wish to be advised that OneIT/BT Design has reported that it still has some way to go to achieve the published aim of a streamlined organization.

As part of this process, management have opened a redeployment centre for BT Design, which is supporting an initial group of up to 150 people in finding other roles, either inside or outside of BT. No information is available as yet to the union on these numbers as One IT until recently had no redeployees.

With the advent of BT Design and the impact of the transformation becoming more tangible for many, in particular in the management community, management have decided to extend the deadline to apply online for **NewStart to 30th September 2007**, to allow those who now believe that they are not equipped or do not wish to be part of the future of BT Design to apply. The terms remain the same as previously published.

This exercise, as with all previous paid leaver packages, is voluntary and the final decision to allow someone to leave rests with the BT Design senior management team.

Brian Healy
Assistant Secretary

413

One IT: Newstart and BT Design Redeployment Group

In the current release 13 CWU represented grades have been signed off for NewStart. There are a further 9 applications pending but on current trends management do not envisage a large number of Team Members applying for NewStart scheme which has been extended between now and the end of September.

With regard to Reward Framework grades which is the community management are more interested in, One IT have 178 managers signed up and 217 cases pending.

The report on the creation of the BT Design redeployment unit of 150 employees does not currently have any CWU represented grades.

Brian Healy
Assistant Secretary

414

BT Operate: Invitation to Take Part in Culture Audit

It has come to the attention of Head Office that a random invitation has been issued to BT Operate employees with the intent of inviting them to take part in a culture audit for BT Design. This obviously has not been a matter of consultation with the union nationally. By way of introducing the subject matter, management have sent the attached slides. The colour coded wheels in the slides is an example of how feedback could be recorded following completion of the survey and is powerful as a pictorial illustration of how people feel about the culture of an organisation.

Culture is a term often banded around and this is viewed as a method of being able to quickly see what is often otherwise intangible. A high performing collaborative organisation would expect to see a balance of the three colours with a strong bias towards the blue.

The survey is being run in both Design and Operate simply to give a baseline that management can measure going forward of the progress that management are able to make, or not as the case may be, regarding the behavioural changes that are key to the successful transformation of both units.

Management have committed to discussing the outcome of the survey which will be reported to branches in due course.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

Sunday 5 August 2007: Leeds Pride

Event. 12.00 Nelson Mandela Gardens and Lower Briggate, Leeds. Major march and rally commencing from Nelson Mandela Square (outside Leeds Civic Hall) and marching through Leeds to end at Lower Briggate. There will be a rally with speakers at midday and the march will include the Pink Bus, fire engine and ambulance. You are invited to bring along any

union banners and to join in! When the march ends, there will be stalls and other events. For more information contact cbeastall@tuc.org.uk Yorkshire & the Humber TUC.

Thursday 9 August 2007: Iran International Day of Action. The ITUC/ITF are calling for a global day on action on 9 August to support imprisoned Iranian trade unionists. The form of action being proposed is to deliver letters/petitions to the Iranian Embassy. This means it would be good if you could sign the online petition at <http://www.itfglobal.org/solidarity/osanloo2sign.cfm/formbuilder/43/p/1> or contact **Mac Urata** at the ITF if you are able to take part in delivering the letters/petitions to the Iranian Embassy so he can keep you informed of the precise time on 9 August and you can see whether a senior official can attend; and consider handing in your own letter/press releasing your union's presence at the hand-over. Please do take part. **Owen Tudor**, Head of TUC European Union and International Relations Department Congress House, Great Russell Street, London WC1B 3LS Tel: **+44 (0) 20 7467 1325** Fax: **+44 (0) 20 7467 1343** Mobile **+44 (0) 7788 715261**

Tuesday 21st August 2007: National Demonstration and Rally – Royal Mail Dispute. The CWU will be holding a National Demonstration and Rally assembling at Clerkenwell Green at 12.00 midday (Nearest Tube Station is Farringdon). Branches travelling from outside of London are asked to lay on coaches to ensure maximum attendance at this important event. Further details will follow. Any enquiries on this LTB should be addressed to the **General Secretary's Department** quoting the **reference GS 11.0**.

Thursday 20 September 2007: What's on Offer? Engaging Black and Minority Ethnic Adult Learners in Museum and Gallery Education. The conference will take place as part of the national commemoration of the abolition of the slave trade (200 years) and will broadly focus on including non-traditional learning in education programmes delivered from museums, libraries and archives. For more information contact NIACE, Renaissance House, 20 Princess Road, West Leicester LE1 6TP. **Gurjit Kaur**, Tel: **0116 204 2833**, email: gurjit.kaur@niace.org.uk or visit www.niace.org.uk/

Sunday 23 September 2007: Labour Party Conference 2007. Bournemouth. Progress Rally. 18:00-20:00, Punshon Methodist Church, Exeter Road, Bournemouth BH2 5AJ (Just outside the secure zone). With: Rt Hon Ed Balls MP; Yvette Cooper MP; Rt Hon John

Denham MP; Rt Hon David Miliband MP; Peter Mandelson; Stephen Twigg

Monday 24 September 2007: Labour Party Conference Bournemouth 2007 – Pricing People off the Road, or Pricing them on to Public Transport? 12:45-14:00, Trouville Hotel – Deauville Room, 5-7 Priory Rd Bournemouth, BH2 5DH. With: Gemma Decent, Associate Director, Ipsos-MORI Transport Unit; Stephen Joseph, Executive Director, Transport 2000; Graham Stringer MP, Transport Select Committee; and more speakers tbc. To register, please send your name and email address to **Tom Brooks Pollock**, on tom@progressives.org.uk or call **0203 008 8180**.

Monday 24 September 2007: Labour Party Conference 2007 Bournemouth. Is David Cameron Capturing the Political Zeitgeist? 18:00 – 19:30, Trouville Hotel – Granville Room, 5-7 Priory Rd Bournemouth, BH2 5DH. With: Rt Hon Andy Burnham MP, Chief Secretary to the Treasury; Kitty Usher MP, Economic Secretary to the Treasury; Deborah Mattinson, Joint CEO, Opinion Leader Research; Stephen Twigg, Chair, Progress; and more speakers tbc.

Tuesday 25 September 2007: Labour Party Conference 2007 Bournemouth. Question Time. 18:00-19:30, Trouville Hotel – Deauville Room. With: Rt Hon James Purnell MP; Jonathan Freedland; Oona King and Billy Bragg. To register, please send your name and email address to **Tom Brooks Pollock**, on tom@progressives.org.uk or call **0203 008 8180**.

Tuesday 25 September 2007: Labour Party Conference 2007 Bournemouth. Here to serve you? Will Police Reform Work in the Public Interest? 12:45 to 14:00. Wessex Hotel – Forestdale Room, 11-13 West Cliff Rd, Bournemouth BH2 5EU. With the Government's plans for police reorganisation still shelved, this meeting will discuss the advantages and disadvantages of different organisational models in combating anti-social behaviour, violent crime, terrorism and organised crime. And how can the Government win support for reform from police chiefs, rank and file officers, as well as the public? With: Jan Berry, Chair, Police Federation; Enver Solomon, Deputy Director, Centre for Crime and Justice, King's College; and more speakers to be confirmed. For more information see www.progressives.org.uk/Events/event.asp?e=854

Thursday 4 October 2007: Employment Law Update – Fairness at Work. 9.30 - 4.15pm at the UCU Conference Centre,

Britannia Street, London WC1. This is the third IER annual conference organised in association with the TUC and Old Square Chambers. The conference is timed to coincide with the introduction of new legislation due to come in to force on 1st October. The aim is ensure trade union representatives are kept up to date and well informed about developments in employment law. Cost IER subscribers and members £75, Trade Unions £90 and Commercial £220. For more information contact the **IER** on **0151 702 6925** or email office@ier.org.uk

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**.

Wednesday 17th October 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**.

Wednesday 5 December 2007: Update on Equality Law – Are we Catching Up? While we have travelled a long way in terms of equalities legislation recent reads. The complexity of discrimination legislation still make it very difficult to tackle the deep issues of inequality in the workplace. The conference will be of interest to trade unionists, employment lawyers, academics and students. Cost IER subscribers and members £75, Trade Unions £90 and Commercial £220. For more information contact the **IER** on **0151 702 6925** or email office@ier.org.uk

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If you have anything for the events bulletin page please send your contribution to:

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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.