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- 706** 07/08/07 Recovery of Over-Payment – Dave Ward
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- 708** 07/08/07 CWU Disability Awareness Week, 22nd – 26 October 2007 – Michèle Emerson
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GENERAL

415

Calling all CWU Cyclists – International Solidarity Through Cycling

On **Saturday 15th September** the CWU Education & Training Department will be holding a sponsored cycle ride through the Cotswolds around Alvescot Lodge. All proceeds will go to the International Solidarity Fund. There are two options:

Leisure Ride

This will be a 12 mile ride over fairly flat countryside through some beautiful villages and scenery. With the emphasis on fun this will suit the less experienced rider. We estimate that this ride will be completed in 2 – 6 hours. Entry Fee – £6

Cyclo Sportive

This will be an 80 mile ride through some of the more demanding terrain of the Cotswolds. With several challenging climbs, this is aimed at experienced cyclists who can average at least 12 miles per hour. We estimate that this ride will be completed in 4 – 8 hours. Entry Fee – £12

What you will need

You will need a suitable and maintained bike, puncture repair kit and spares etc, suitable clothing – we recommend that you wear a BSI standard helmet for your own safety and that you carry some food and a water bottle with you.

What we will provide

Maps, hot showers, reasonably priced refreshments, secure cycle storage, parking, B&B (limited places), on course checkpoints and support vehicles.

Timings

All riders will be timed at the start and finish and at checkpoints on the route, although this is not a race. The Cyclo Sportive will start at 10.00am, with groups of riders being given staged starts at 5 minute intervals. The Leisure ride will start at 11.00am.

Sponsorship

This event will help us to provide practical support to trade unionists in countries where trade union activity carries the real risk of imprisonment, torture or even death. We are therefore asking all participants to help by raising sponsorship from their trade union branch, work colleagues, families and friends. Sponsorship forms will be available as soon as you register.

The CWU Education and Training Department set up the Trade Union International Solidarity Appeal in 2005 to provide practical support to trade unionists in the Philippines, Iraq, Nicaragua and elsewhere.

For more information please contact **Maxine Todd** Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email: **mtodd@cwu.org**

All enquires relating to this paragraph should be addressed to **Trish Lavelle**, Head of Education and Training, Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY.

EQUAL OPPORTUNITIES

416

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.

417

Mandatory Equality & Diversity Training

Branch secretaries are requested to ensure that any person in their branch who has CWU rep responsibilities and has not yet completed their mandatory Equality & Diversity training are enrolled in the courses that are planned throughout the regions in the forthcoming months.

All reps must do the training – this includes divisional reps, area reps, unit reps and branch officers. For clarification on dates please contact either your regional secretary.

The training has been running now for over three years and there are still a substantial number of reps who have not completed the training. Your co-operation in this matter is greatly appreciated. Equal Opportunities Department.

HEALTH AND SAFETY

418

National increase in Cases of Legionnaires' Disease

The Health Protection Agency is investigating an increase in the reported number of cases of Legionnaires' disease. A total of 163 cases of Legionnaires' disease were reported in the first half of the year, between January and June 2007, compared with 120 cases the year before (January to June 2006), and 103 cases in the same period in 2005.

There has been an increase in reported cases in all regions of England and Wales over the last few years. Reports include cases acquired both in the UK and overseas. 66% of all reported cases this year were contracted in the UK, 34% were associated with travel abroad.

Dr Carol Joseph, one of the Agency's leading Legionella experts, who is monitoring the situation said "The higher number of cases being detected over the past few years is likely to be due to increased awareness of the disease which means more cases are being reported, and also with the wider use of rapid testing methods to identify the disease. We would expect to see a rise in cases of Legionnaires' disease at this time of year, and to see this continue through to the autumn, as there is a seasonal rise during the warmer months.

"The continued rise in cases reflects an increase in single cases and the detection of a few small clusters around the country. Although we currently don't have any evidence to link the individual cases in these clusters to any common source of exposure, we are continuing to look for any potential links. We are also monitoring the national picture to ensure that any possible links between isolated or clustered cases are not missed."

Legionnaires' disease is caused by a type of bacterium that is commonly found in the environment. It causes disease when it is spread through the air from a water source and inhaled as an aerosol, which can give rise to an infection in the lungs. Most people exposed to Legionella do not become ill and it cannot be spread from person to person. Contaminated water sources are the most likely source of infection. Legionnaires' disease can affect people of all ages but it mainly affects those over 50 years of age and tends to affect men more than women.

The symptoms of Legionnaires' disease include a 'flu-like' illness with muscle aches, tiredness, headaches, dry cough and fever, leading on to pneumonia. Sometimes diarrhoea occurs and confusion may develop. It

can be most effectively treated with antibiotics when diagnosed early.

Notes:

- Cases are reported to the Health Protection Agency's National Surveillance Scheme for Legionnaires' Disease.
- The seasonal increase in cases normally begins in spring and peaks between August and October each year.
- Health Protection Agency say it is not clear whether the excessively high number of cases detected last summer will occur again this year with the unusual weather patterns experienced this year. In 2006, 549 cases were reported for England and Wales over the whole year, the highest number since the scheme began in 1980.
- For cases reported so far, in 2007; 57% were contracted in the community, 3% were hospital acquired, 6% were associated with travel in the UK and 34% with travel abroad.

Dave Joyce

National Health, Safety & Environment Officer

TELECOMS

419

One IT: "The Bench"

The One IT Executive Team have pursued with management issues surrounding the duration that members spend on the bench. As a result of the discussions recently held it can be reported that the number of long duration cases and average duration on the bench are relatively low figures.

When this was first captured in June 2006, it stood at an average duration of 8 weeks, which by December 2006 had fallen to 5 weeks. At the time of the accounting period there was not an automatic identification of Connect and CWU represented grades.

Following January and through the last 90 day assignment cycle period, in terms of long term which is now deemed in excess of 13 weeks, the figures for CWU grades are as follows:

- **31 January:** 2 Team Members
- **28 February:** 2 (different) Team Members
- **31 March:** 2 (as in February now assigned)
- **30 April:** 5 (2 of whom since placed)

Discussions then took place around why members claimed that they were facing longer periods on the bench. In response management stated that any time spent obtaining new skills on training was not considered as activity "on the bench".

The clock is reset when the training is completed; it is only when members are unassigned and not training but awaiting assignment is this considered as being on the bench.

With regards to obstacles to assignment, management stated that it is skills related. By way of example PABX installation/maintenance

and mainframe disaster/recovery skills were quoted.

In order to assist long term members "on the bench", management had put in place the following:

- Community Portal: information on skills, demand, 'hot' jobs etc.
- Bench Portal: links to Bench Goals, Clarity downloads and filters, other information and documentation
- Bench focus Group: a community (plus Portal) to support Bench people and identify issues, obstacles.

Management undertook to look at any individual cases that concerned the union nationally with regards to long term placement on the bench. Accordingly, branches are invited to submit cases which they would wish to be reviewed.

Brian Healy

Assistant Secretary

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BT Wholesale/BT Operate: Career Transition Centre Welcome Pack

Attached for the information of branches is a standard pack of documentation issued to members that are allocated to the CTC.

Brian Healy

Assistant Secretary

EVENTS BULLETIN

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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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.