

GENERAL

No items this week

EQUAL OPPORTUNITIES

- 265** Harassment Complaints Database: Union Policy
266 Mandatory Equality & Diversity Training

HEALTH AND SAFETY

No items this week

TELECOMS

- 267** BT Operate: Newstart

POSTAL

No items this week

LETTERS TO BRANCHES

- 596** 30/07/08 Virgin Media Access Division – Annual Pay Settlement 2008 – Ballot Result – Brian Healy
597 31/07/08 Letter to the Secretary of State for Work and Pensions Renewal of the Post Office Card Account in POCA – Andy Furey
598 31/07/08 Minutes of Monterey Forum held on 3 July 2008 – Simon Sapper
599 31/07/08 Monterey Restructuring – Simon Sapper
600 31/07/08 POL Sales Incentive Scheme – Quarter One Payment – Andy Furey
601 31/07/08 POL Crown Career Path – Product Sales Specialist (PSS) – Andy Furey
602 31/07/08 New Pay Rates for Cleaners – Bob Gibson
603 01/08/08 CWU Disability and Special Needs Conference 2008 – Tony Kearns
604 01/08/08 Customer Services Rewarding Skills Consumer Review: E-Survey – Andy Furey
605 01/08/08 Labour Party National Policy Forum – Billy Hayes
606 01/08/08 LTGBT Rights at Work – Linda Roy
607 01/08/08 POL: Benenden Healthcare Scheme – Andy Furey
608 01/08/08 BT Operate – CTC Manager Patches – Brian Healy
609 04/08/08 Fujitsu Birmingham Dispute – Grace Mitchell
610 04/08/08 BT Openreach – Rail Safety Awareness – Ian Cuthbert
611 04/08/08 BT Openreach Operations – Grading Review – Ian Cuthbert
612 05/08/08 BT Pension Review – Andy Kerr
613 06/08/08 Parcelforce Pay 2008 – Agreement Ballot Arrangements – Terry Pullinger

EQUAL OPPORTUNITIES

265

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

266

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.

TELECOMS

267

BT Operate: Newstart

Table 1

Business Unit	Manager/Other	Team Member	Total
Finance	1	0	1
Human Resources	2	1	3
Large Deal Shared Service Operations	9	36	45
Field Engineering	24	334	358
Trouble to Resolve	4	114	118
Lead to Cash	5	126	131
End to End Test	6	3	9
Operational Integrity	5	22	27
Business Operations & Transformation	1	8	9
CTC	3	63	66
Total	60	707	767

Attached for the information of branches are the numbers of approved leavers for the Q1 scheme by business unit by team member/manager. See **Table 1**.

Brian Healy

Assistant Secretary

EVENTS BULLETIN

Saturday 9 August 2008: Bike Ride for Burma

To commemorate 8th August 1988, the Burmese community has organized a bike ride in London from Queen Anne's Gate, St James's Park to Speakers Corner, Hyde Park Corner. 12:00 Meet at Queen Anne's Gate entrance of St James's Park. Nearest tube: St James's Park (District & Circle). Finish Hyde Park Corner 2pm. If you cannot take part in the bike ride, you're welcome to come along for a picnic in Hyde Park, near Speakers Corner at 2pm. For details of the route and more information, see www.burmapoliticalforum.org

Saturday 16 August 2008: Protest against Fascist BNP's Red, White & Blue "Festival"

Join the protest to stop the BNP Rally in Derbyshire at 11am in the village of Codnor, East Midlands. Despite significant local opposition – including the withdrawal of a premises (alcohol & music) licence by the local authority and police – the BNP are going ahead with their Nazi rally in the Derbyshire countryside. In previous years, BNP members were secretly filmed by BBC documentary makers singing Nazi marching songs at the event. This protest is called by Derby, Mansfield and Nottingham Trades Council, Derby Unite Against Fascism, Notts Stop the BNP, and Unite Against Fascism nationally. Supported by East Midlands TUC (and in conjunction with local and regional trade union organisations and local UAF/LMHR groups). For further information and transport details contact the national **UAF** office on **020 7833 4916** or unite@ucu.org.uk or www.uaf.org.uk

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

Sunday 21 September 2008: Peace Day. On

Peace Day this year, we will return to London's Royal Albert Hall for our annual celebration. The evening festivities will include a gala screening of a new film, *The Day After Peace*, and performances by Annie Lennox and Bryan Adams. Jude Law will, once again, be a key speaker alongside a host of other guests. Also on Peace Day, 2008, people all over the world will be playing football as part of our 'One Day One Goal' campaign. Through 'One Day One Goal' we hope to see football matches take place in all 192 United Nations member states. Each 'One Day One Goal' match will celebrate cooperation, unity and the power of football to bring people together on Peace Day. You can find out more about this exciting initiative at www.peaceday.org/football.aspx Whether you plan to play football, attend a Peace Day celebration, say sorry to a friend, or anything else, whatever commitment you make for Peace Day 2008 please be sure to log it on our Peace Wall at www.peaceday.org/commitment.aspx

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 has 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**

Tuesday 14 October 2008: TUC Organising Academy – Building Stronger Unions: Organising the Future. To be held at TUC, Congress House, Great Russell Street, London WC1B 3LS. Celebrating 10 years of the TUC Organising Academy, this event will be looking at the development of the academy over the last 10, successes, new initiatives and discussions around organising the future. This free event is open to everyone involved in the union movement and guest speakers confirmed include Frances O'Grady, TUC Deputy General Secretary and Paul

Mason, Newsnight journalist and author of "Live Working : Die Fighting". To register for attendance and to receive further details of this event please contact **Joanne Adams** on **020 7467 1361** or email **jadams@tuc.org.uk**

Wednesday 22 October 2008: Update on Equality Law: Are we catching up? To be held at the Adelphi Hotel, Liverpool from 10.30 - 4.15. 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 Brookes 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 Carolyn Jones at 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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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.