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GENERAL

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Union Learning Reps Stage II Course – Reminder

The Communication Workers Union have organised a Union Learning Reps Stage II Course, to be held at the union's Education & Training Centre, Alvescot.

The course will be held from **22 – 26 October 2007**.

Please submit application forms as soon as possible.

This course is aimed at Lead ULRs and Learning Centre Co-ordinators, who have already completed Union Learning Reps Stage I and have been a Union Learning Rep for over 18 months.

The course will cover:

- Negotiating skills for learning
- Working with learning providers
- Planning and running a Learning Centre or project
- Learning and organising
- Learndirect and trade unions.

All courses at Alvescot are 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.

The Education Centre can offer child-minding facilities for a maximum of three under school age children at any one time. If any applicant from your branch would like child-minding facilities, can you please advise the age and sex of the child on the application form. Further information on the child-minding arrangements will then be sent to successful applicants.

Nominations should be made on the form for education courses and returned to Alvescot Lodge as soon as possible. If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date.

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.

Nominations should be made on an application form for education courses and returned to **Trish Lavelle**, 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

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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 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.

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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.

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CWU LGBT Conference Social

As reported on the recent LTB we can confirm for those delegates and visitors attending the 2007 CWU LGBT Conference at the Best

Western Hotel I in Belfast that the social the preceding night will be at the same venue and starts at 8pm. There will be a pay bar and free buffet.

Equal Opportunities Department.

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Equal Opportunities Commission (EOC) Literature

The CWU has been sent a healthy stock of the EOC's latest literature, which contains a series of posters highlighting issues affecting both women and men. We would appreciate if the posters could be placed on noticeboards in the branch.

The Gender Agenda booklets has also been sent – these have also gone to all of the secretaries of the regional women's committees too.

Equal Opportunities Department.

TELECOMS

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BT Wholesale: Business Support Programme

Figures were presented in Branch Officials Bulletin No.31, paragraph 439 of the total in-scope community.

Notice was given that this was under a Accelerated Solutions Design event, where plans proposed by each functional lead were tested, refined and signed off by BT Operate Board members.

These figures have as a result been reduced and the benefits redefined. The outputs of the ASD event are in the associated attachment to this report.

Management are now in the process of developing implementation plans for each of the support service grouping. Any reporting beyond organisational re-appointing will be based on positive selection and interviews as the appropriate methods.

Brian Healy
Assistant Secretary

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BT Wholesale: BT Operate Business Support Programme

Attached for the information of branches is a copy of internal management briefings that have been used to brief members in the in-scope affected business support teams.

Brian Healy
Assistant Secretary

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BT Wholesale/BT Operate Business Support Programme Communications

Attached for the information of branches, are copies of the individual line unit briefing communications issued and referred to in previous reports to branches.

Brian Healy
Assistant Secretary

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BT Operate: Network Solutions 2007/2008 Efficiency Challenge

BT Operate management has advised the union of the challenges that Network Solutions face in the coming year to reduce headcount against efficiencies.

BT Operate state that BT faces huge external pressures with reducing revenues in an increasingly competitive business environment and need to be able to fund future investment in the business in the shape of 21CN. To remain competitive, management will seek to reduce the cost base by 40% over three years by focussing on 'controllable costs'.

The challenge for this financial year within Network Solutions is to reduce headcount by around 12.5%. With this in mind they are currently exploring a number of options to achieve these reductions and to improve both business efficiency and customer experience.

Arrangements are in hand to receive further detail from management which will be reported upon in due course.

Brian Healy
Assistant Secretary

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21CN Resourcing and Core Contractors

Further information has been sought on the above and in particular meeting the terms of Proposition 123A/2007 on Core Contractors. BT has stated that it forecasts a need to increase its people resource availability in order to deliver the necessary work as part of the transition to 21CN. As BT moves deeper into the transformation plan they are now seeing that need start to arise.

BT requirements are that the C113 programme requires work to be undertaken by third party labour. C113 delivers exchange readiness and whilst being primarily ironwork also comprises some elements of exchange/equipment recovery, power and, where appropriate, final termination of cables. This would be for all exchanges. The reason for the change is the improved understanding of what work is required and the level of internal resources available.

BT are increasing the scope of contractor deployment to all exchanges and envisage up to 130 FTE potentially being used (dependent on geography and availability of direct labour). These additional resources are because work volumes are now greater than internal capacity to deliver. This is as a result of the geographical time and driven "spikes" that will create some temporary shortages that will need third party backfill.

The variable geographical and time driven "spikes" have previously been shared with branches in presentations on 21CN. Nationally the union is attempting to get greater clarity of detail below the national level which can be shared with branches in order to maximise the deployment of any member that has been identified as part of the Field Engineering

Efficiency Challenge.
Brian Healy
Assistant Secretary

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BT Wholesale: BT Operate Business Support Programme

Branches will have recently received communications on the downward revised numbers of employees affected by the BT Operate Business Support Programme.

Attached for the information of branches is a copy of briefing slides. Embraced within the slides are the detailed breakdown figures on the impacted grades in Phase 1 and the selection methods.

At a previous meeting, the Executive team raised concerns that the impact of the reductions on Location Managers would have on the quality of the environment and safety in working areas within operational buildings. This concern has been accepted to a degree by the BT Operate Board however, they would appear to put the emphasis on the behaviour of BT employees and that of external suppliers.

It is intended therefore that management will conduct a trial lockdown at eight key operational sites across the country:

Colombo House, Upton Park TE, Bishopsgate TE, Kidbrooke TE, Newcastle CTE, Manchester Dial House, Erdington ATE and Oswestry ATE.

The trial will commence from **13 August 2007** and will run for four weeks.

Unlike a normal daily situation, there will be a location manager on site at all times during normal working hours. Their role will be to ensure BT Wholesale/Operate's policies are applied.

The BSP management team intend the trial to rigorously test existing processes and policies. During the trial the team will be looking to understand the root cause of any failings and address this internally.

A report of the trial outcomes will be reported upon to branches when known.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

Monday 10 September 2007: Live Cuban Music, Cuban Cocktails and Buffet.

5.30pm, Skyline Restaurant, Brighton Centre. Guest speakers at the fringe will look forward to 2009 – the Cuban Revolution's 50th anniversary – and look back on the impressive achievements which have been made in health, education and international solidarity during that period, these include: Brendan Barber, General Secretary TUC; Zelmys Dominguez, Political Counsellor of the Cuban Embassy; Dave Prentis, General Secretary, UNISON; Tony Woodley, General Secretary Unite (TGWU section); Colin Burgon, MP; and Rob Miller, CSC Director. For more information please contact

Natasha Hickman on either **07813 689777** or **tashahickman@yahoo.co.uk**

Tuesday 11th September 2007: "What can Trade Unions do to aid peace?" Meeting Room 6, West Bar, Brighton Centre, Brighton. 12.30pm- 2.00pm. Guest speakers include: His Excellency the Ambassador of Israel, Mr Zvi Heifetz; Brendan Barber, General Secretary TUC; Jake Hayman, One Voice (Israeli/ Palestinian Peace Organisation); Debbie Coulter OBE, Deputy General Secretary, GMB and Roger Lyons, Chair, Trade Union Friends of Israel. Light lunch included. For more information call **020 7222 4323** or **email info@tufi.org.uk**

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**.

Friday 12 October 2007 – Sunday 14 October 2007: National Youth Education Event 2007. The National Youth Education Event 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 contact **Jo Thair** on jthair@cwu.org or **020 8971 7487**.

Saturday 13th October: CWU Lesbian, Gay, Bisexual and Transgender Conference. Will be held in the Best Western Wellington Park Hotel, 21 Malone Road, Belfast BT9 6RU. There will be a social function the night before (exact venue to be confirmed) which all delegates, observers and visitors are encouraged to attend. Further information can be obtained from the **Equal Opportunities Department** or djgittens@cwu.org

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**.

Thursday 18 October 2007: A Rally for Trade Union Freedom and Against Inequality. The Joseph Rowntree Foundation published a report into poverty on 17 July 2007 showing that inequality between rich and poor has now reached levels not seen in Britain for 40 years. A second report, published simultaneously, found that the public thinks the gap between rich and poor is too large. This is an issue relevant to trade union freedom. Unions are a force for good in dealing with such inequality and unionised workers are generally not those who suffer most from low pay. The United Campaign is looking to encourage TUC and others to support the rally and of course we need much support from members and activists. There is a lot more to do to make even union members aware that trade unions are trussed up by laws in the UK that are unlawful by long standing basic international standards. And we have to go on to ensure that trade unions are free to perform their essential functions to help those who are suffering inequality. Twenty four national unions support the United Campaign and we have many regions, branches and trades councils and individual supporters too. We need your support. Visit our website www.unitedcampaign.org.uk for more information or contact us at info@unitedcampaign.org.uk

Tuesday 23 October 2007: Greening the Workplace: The Role of Trade Unions Seminar. 1.30pm – 4.15pm. To be held at the UCU Conference Centre, Britannia Street, London WC1. Climate change is most definitely a union issue. Workplaces burn energy, consume resources and generate waste. Industry alone is responsible for over half of carbon dioxide emissions increasing the greenhouse effect every year. Speakers include: Paul Hampton, Research Writer at the Labour Research Department; Carolyn Jones, Director

of the IER since its inception in 1989; Caroline Morley, Green Workplaces Project Leader at the TUC; Penny Morley, Researcher at the TGWU and Chair of the Working Level of TUSDAC and Nigel Morter, lecturer in Environmental issues at London Metropolitan University. For more information contact the IER on **0151 702 6925** or office@ier.org.uk or visit www.ier.org.uk

Wednesday 24th October 2007: National Pensioners Convention. National Rally & Lobby of Parliament for Pensioners' Rights at Central Hall, Westminster, 12noon. Speakers include: Kate Hoey, MP; Kelvin Hopkins, MP; Joe Harris, NPC; Tony Kearns, CWU; Mark Serwotka, PCS; Richard Ascough, GMB; Prof Peter Millard; Sue Bott, National Campaign for Independent Living and Hilary Fisher, End Child Poverty. Lobby of Parliament at 3pm room 16, Houses of Parliament. All CWU supported MPs invited. Further more information contact **Brian Lee/Ron Cooper**, London Regional Office, 31-41 Dallington St London EC1V 0BB.

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

Tuesday 11 December 2007: Plain English Day. Organised by the Plain English Campaign, promoting the use of clear language in government departments, local councils and business. For more information contact the **Plain English Campaign**, PO Box 3, New Mills, High Peak SK22 4QP. Phone: **01663 744409** Fax: **01663 747038** Email: info@plainenglish.co.uk
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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.