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665 28/08/08 POL Update on the Post Office Card Account – Andy Furey
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667 29/08/08 National Briefing: 1 - 2 October 2008 – Northampton – Ray Ellis (Acting DGS(P))
668 29/08/08 Romec Industrial Action Ballot Attendance Pattern – Ray Ellis
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670 29/08/08 CWU Campaign on Future of Royal Mail – Billy Hayes
671 01/09/08 Hepatitis Awareness Campaign – Dave Joyce
672 01/09/08 TUC Black Workers' Conference 2009, TUC Women's Conference 2009, TUC Lesbian Gay Bisexual & Transgender Conference 2009, TUC Disability Conference 2009 – Tony Kearns
673 01/09/08 Joint London and South East Regional Committee Youth Meeting – Simon Sapper
674 01/09/08 Lobby of Parliament – A Decent State Pension for all Generations – Tony Kearns
675 02/09/08 CWU Annual Conference Bournemouth: 7 - 11 June 2009 – Tony Kearns
676 02/09/08 T&FS Committees and Teams 2008 – Andy Kerr
677 02/09/08 T&FS Officerial Pitches 2008 – Andy Kerr
678 02/09/08 Causing Death by Driving Offences – Sentencing Advisory Panel Guidance Issued – Dave Joyce
679 02/09/08 October Incremental Progression – Grace Mitchell
680 03/09/08 BT Retail: Customer Provision Management (CPM) – Attendance Survey – Ian Cuthbert
681 03/09/08 Coming Out – Linda Roy

EQUAL OPPORTUNITIES

284

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.

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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.

TELECOMS

286

BT Operate: Service Assurance –

Professional Communities

Advance notice of work regarding professional communities in Service Assurance has been given to the union. Management intends to include team members and the following information is a summary of management's plans and general approach.

Current plans are to include:

1. Team members so that they benefit from the community and the IT/network convergence. Management are expecting professional communities to help drive and so aid Operate's transformation.
2. Focus on knowledge sharing, tools, methods, processes, best practice and so drive-up the professionalism and capability people bring to the business.
3. Standardise learning and development so that it is clearly and consistently focused, not just within Operate but across BT.

Excluded are:

1. Any change to working practice, that is, the way people are managed will not change; their hours, terms/conditions/etc will not be changed.
2. Career progression (i.e. how people are promoted) will not change.
3. Management state they will not capture skills – but will map people to target disciplines such that they can focus on the items above. There are no plans to ask people to claim skills or have them levelled.
4. Management will not build a link to reward. Management state they expect the community to help develop people such that they are better equipped to progress, the promotions process and link to reward will remain as they operate today.

Arrangements are in hand to discuss this further and will be reported upon in due course.

Brian Healy
Assistant Secretary

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Hewlett Packard: File and Print Update

Branches may wish to be made aware of the latest Hewlett Packard briefing (a copy of which is attached), providing an update on the automation of file and print.

From the information provided to the union all of the redeployed are fully effective and fully occupied on the new functions.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

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.

One in three 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](http://www.endchildpoverty.org.uk/promise)

Tuesday 7 October 2008: World Day for Decent Work.

On October 7 2008 the trade union movement is organising a World Day for Decent Work. This is an unparalleled opportunity for trade unions and organisations interested in decent work all around the world to join a broad global mobilisation involving a large number of people and a wide range of activities. A successful day will focus attention on the urgent need for a new globalisation, and also provide a basis for the trade union movement in every continent to join in a common action. For more information or to register online visit www.tuc.org.uk/wddw

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**

Thursday 16 October 2008: Demonstration Outside the European Parliament in Brussels. Organised by the European Transport Workers Federation. The European Socialist Party have organised a seminar on this subject in the morning of the same day. The intention is to lobby politicians

in the morning and this will be followed by a formal demonstration outside the European Parliament in Brussels at midday. The intention is to publicise the continued problem of social dumping and the morally indefensible discriminatory practices that continue within the European Shipping Industry. It is for the demonstration that we are seeking to really maximise trade union attendance but if trade unionists can also lobby their own MEPs that would be welcome. If you need any further information please contact **Steve Yandell** at the RMT on **020 7529 8819** or at **s.yandell@rmt.org.uk** RMT will in particular be highlighting the detrimental impact of the EU Maritime Regulations which have now forced the tendering of the Clyde and Hebrides ferry services, as condemned in Congress resolutions in the past. The majority of RMT members are travelling to Brussels on the 08.05 Eurostar train so they can participate in the demonstration, and are due to return on the 16.05, arrival at St Pancras International 17.03.

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**.

Saturday 25th October 2008: CWU Disability & Special Needs Conference. The conference will take place at the Jurys Inn Hotel, 245 Broad Street, Birmingham B1 2HQ. There will be a social event the night before on Friday 24th October 2008 at the Jurys Inn Hotel. For more information contact **Linda Roy** **020 8971 7238**.

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.