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Ian Dinwoodie – RIP

I regret that have this morning learned the that former Nottingham External Branch Secretary, Ian Dinwoodie passed away yesterday.

Ian joined Post Office Telecoms in the sixties as a Youth in Training (apprentice). He was a Labour Party Young Socialist and along with a number of other young 'uns decided that the POEU branch could do with a kick up the backside. So Ian and other youthful and likeminded progressives stood for just about every position going at the next AGM and staged something of a very British coup .

Ian really did have the lot. He was sharp, incisive, persuasive and commanded immediate respect. He was a master and a consummate artist in his meetings with management. To watch him in negotiations was a privilege in itself and would have been well worth an admission fee.

I remember on one occasion as a very junior branch officer being invited to join him in a meeting with management over an issue to do with the Installation Group (I was an Installer). I arrived a few minutes early for the meeting at Walton House and Ian suggested we decamp to the Newhouse to waste a few minutes and properly prepare.

Ian's idea of preparation was to sink five pints of Home Bitter in pretty quick succession. He took a Polo mint on the way out to disguise any alcohol on his breath and went in to the meeting where he proceeded to tie BT's negotiators in knots with his stats and meticulous attention to detail. Ian always like a beer and a cigarette.

Ian felt he'd come to a bit of a dead end in the early eighties and fancied a new challenge. He subsequently became a Safety Officer for BT in the early eighties.

People like Ian don't come along very often. When he announced his intention to move on from being Branch Secretary it was within the branch as if someone had died and the branch collectively went into shock.

Ian really was something of a legend and I don't think I ever met anyone that was more respected. His boots really took some filling. Perhaps they never were.

Ian has suffered ill health for some time and was fitted with a tracheotomy device. After a long time Ian appeared to be on the up, his device was removed and he was making plans to visit his daughter in Canada.

Ian suffered from osteoporosis. Recently, Ian's arm broke without apparent reason. Investigation by the medics discovered terminal cancer in lung(s) and bones
Yours faithfully,
Mick Teece

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Education and Training Programme: January – December 2008

Listed on page 3 is the union's Education & Training Programme for January – December 2008. This has been reproduced to assist branches in making the necessary arrangements for students.

Applications can be made at any time. Paragraphs in the BOB/on the web will be issued periodically, giving more information about each course. Successful applicants will not receive any paperwork until after the closing date for applications.

Trish Lavelle

Head Of Education & Training

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.

TELECOMS

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One IT: Siebel Service Desk And Administration Changes

In line with BT strategy, Client Services has been assessing the functions it performs on behalf of the business, identifying areas where improvements can be made.

One area identified is that of Siebel Service Desk and administration work. A project has been underway to evaluate the Siebel Service Desk and administration work which are regarded as not core to BT's business activities going forward due to opportunities for future automation in this area.

BT has given notice that following a detailed review, it has been decided that those parts of these functions deemed as not core business will be moved to a Managed Service whilst BT retains the core activities. Core activities have been defined as the following:

- Maintain the relationships with the Lines of Business.
- Understand and capture Line of Business requirements.
- Work with BT Design on future Siebel developments and deployments.
- Communicate and deliver those requirements and provide training to the Managed Service supplier.

BT has selected Hewlett Packard (HP) to provide this managed service as BT's partner and supplier of choice for Help Desks. On this basis HP has been given first opportunity to review the requirements and provide a proposed solution. Consultations have been taking place with HP with a view to moving the Siebel Service Desk and Administration work provided by Agency resource to HP.

Between now and the end of September BT will be engaged in transitional activities in advance of HP delivering future services from October 2007.

There is a mixture of BT and Agency people that currently perform these activities, as below. Although there are four BT employees, management has accepted that although they have a statutory right to be placed in-scope to for a transfer to HP, it is our preferred option and which BT has agreed is to retain these employees and use their skills and experience as part of the transition team overseeing the migration to HP.

Management will provide, where necessary, any appropriate re-training/re-skilling that may

Education and Training Programme: January – December 2008

	Course	Venue
January		
31 – 4	Short Week (Tutor Training)	Alvescot
7 – 11	Advanced Skills Part 3	Alvescot
14 – 18	Occupational Health & Safety (Week 3)	Alvescot
21 – 25	Trade Union & Labour Studies/Employment Law (Week 3)	Alvescot
28 – 1	Union Skills II	Alvescot
February		
4 – 8	Health & Safety Stage I	Alvescot
11 – 15	Equal Rights In The CWU Part 1/Union Learning Reps Stage II	Alvescot
18 – 22	Union Skills I	Alvescot
25 – 29	Union Skills III	Alvescot
March		
3 – 7	Occupational Health & Safety (Week 4)	Alvescot
10 – 14	Trade Union & Labour Studies/Employment Law (Week 4)	Alvescot
17 – 21	Easter – Short Week	Alvescot
24 – 28	Easter – Short Week (Tutor Training)	Alvescot
April		
31 – 4	Union Skills I	Venue TBC
7 – 11	Health & Safety Stage II	Venue TBC
14 – 18	Romec Skills II	Venue TBC
21 – 25	Postal Agreements & Procedures	Venue TBC
28 – 2	Union Skills II	Venue TBC
May		
5 – 9	Telecoms Skills	Venue TBC
12 – 16	Telecoms Skills	Venue TBC
19 – 23	Equal Rights In The CWU Part 2/Union Learning Reps Stage I	Venue TBC
26 – 30	No Course	
June		
2 – 6	Union Skills III	Venue TBC
9 – 13	Annual Conference/Union Skills I	Venue TBC
16 – 20	Health & Safety Stage III	Venue TBC
23 – 27	Union Skills I	Venue TBC
July		
30 – 4	Health & Safety Stage I	Venue TBC
7 – 11	Equal Rights In The CWU Part 1/Union Learning Reps Stage II	Venue TBC
14 – 18	Postal Agreements & Procedures	Venue TBC
21 – 25	Telecoms Skills	Venue TBC
28 – 1	Health & Safety Stage II	Venue TBC
August		
4 – 8	Union Skills II	Venue TBC
11 – 15	Union Skills III	Venue TBC
18 – 22	Union Skills I	Venue TBC
25 – 29	No Course	
September		
1 – 5	Occupational Health & Safety (Week 1)	Venue TBC
8 – 12	Trade Union & Labour Studies/Employment Law (Week 1)	Venue TBC
15 – 19	Romec Skills I	Venue TBC
22 – 26	Health & Safety Stage III	Venue TBC
October		
29 – 3	Advanced Skills Part 1	Venue TBC
6 – 10	Union Skills II	Venue TBC
13 – 17	Equal Rights In The CWU Part 2/Union Learning Reps Stage I	Venue TBC
20 – 24	Health & Safety Stage I	Venue TBC
27 – 31	TBC	
November		
3 – 7	Occupational Health & Safety (Week 2)	Venue TBC
10 – 14	Trade Union & Labour Studies/Employment Law (Week 2)	Venue TBC
17 – 21	Advanced Skills Part 2	Venue TBC
24 – 28	Union Skills III	Venue TBC
December		
1 – 5	No Course	
8 – 12	No Course	
15 – 19	No Course	
22 – 26	Christmas	

be required to facilitate these moves.

- 12 Helpdesk and in scope to transfer to HP (10 analysts, 1 team leader and 1 manager – Manpower)
- 24 Admin in-life and in scope to transfer to HP (7 Manpower, 15 Hays IT and 2 Kelly)
- 4 BT employees to be retained as part of the transition team.

Management anticipate that HP will engage directly with Manpower, Hays IT and Kelly to establish a basis for retaining the agency people that currently support the activities listed above. BT will also discuss with Hays IT the arrangements for converting three Agency employees to BT permanent employees retaining core skills to manage the interface with HP and provide administration and training within BT.

BT are planning to complete the transfer of activity to HP and commence delivery of the new service by **1 October 2007** and over the coming weeks will begin the preliminary work that is required to ensure a smooth transfer.

The BT employees that this impacts upon are either Homeworkers (3) or Gatwick (1). Further information is being sought on any future changes required in locations which will be reported to branches.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

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 **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

October 2007 – June 2008: The London Socialist Film Co-op. There will be a number of films showing the second Sunday of every month. Film(s) includes La Última Cena/The Last Supper all showing Sunday 14 October 2007. Tomás Gutiérrez Alea is best known for his Memories of Underdevelopment. The Last Supper is unfairly neglected, made during the height of 'the cold war', showing a Cuba that was unknown and a history that was of little interest to audiences of that time. Discussion led by Michael Chanan, Professor of Film and Video at Roehampton University, London, Jacqui McKenzie, Caribbean Labour Solidarity, Dionne Walker and many more. All enquiries please phone **020 7278 5764** or www.socialistfilm.blogspot.com

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**.

Monday 8 October 2007: Organising in the UK and Beyond. 10:30 to 16:00. To be held at the TUC Congress House, Great Russell Street. On October 8 the TUC will host a one-day free seminar exploring how well unions in the UK have grasped the organising agenda. A key focus of the seminar will be the work that unions have done to build practical organising alliances with unions in Europe and beyond. For more information contact Paul Nowak: pnowak@tuc.org.uk or Alison McGarry: amcgarry@tuc.org.uk

Tuesday 9th October 2007: Retired Members' Advisory Committee. The next Retired Members' Advisory Committee will take place in Room 1 at CWU HQ commencing at 1.30pm.

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 dgittens@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**.

Wednesday 17 October 2007: A Minimum Social Wage: the 2007 TUC Poverty Conference. 11:00 to 16:30. To be held at Congress House. On 17 October, the International Day for the Eradication of Poverty, the network of TUC Unemployed Workers' Centres will host the 2007 TUC Poverty Conference. The theme is 'A Minimum Social

Wage', and we will be developing minimum demands for benefit levels, social housing and social services. For more information contact Emma Richards **020 7467 1258**, you can download a booking form from <http://www.tuc.org.uk/extras/minimumwageform.pdf>

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.

Friday 26 Oct 2007: TUC Work In Freedom Conference. Time 09:30 to 17:00. Location Congress House, Great Russell Street, London WC1B 3LS. Cost £20 (includes lunch and documentation). A TUC conference to commemorate bicentenary of the abolition of the slave trade 25 March 2007 marked 200 years – to the day – that a Parliamentary Bill was passed to abolish the slave trade in the then British Empire. This Act outlawed the slave trade throughout the former British Empire and made it illegal for British ships to be involved in the trade. Contributions at the conference will be made by speakers from Africa, American and the Caribbean and the UK. A number of workshops will be organised on: Capitalism, Slavery & Abolition; Slavery, legacy and Education; Forced Labour and the Olympics; Black Women & Slavery; Forced labour & Domestic Workers and Trafficking. The conference will highlight the role that slavery had as a system of forced labour and

the legacy that is left today with racism and exclusion in the labour market. The conference will also discuss modern day slavery, forced labour and exploitation of workers in the UK and internationally. Register interest or request more information with Wilf Sullivan – wsullivan@tuc.org.uk or Carol Ferguson – cferguson@tuc.org.uk

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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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.