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Romec Skills I Course – Urgent Reminder

The Communication Workers Union has organised a Romec Union Skills I course, to be held at the Elstead Hotel in Bournemouth. This course is accredited with the National Open College Network. This is a fully integrated course.

The course will be held from **27 – 31 October 2008** and the closing date for nominations is **11 September 2008**.

The linked education programme is designed to encourage members to become more active in the union. It is open to all Romec members of the CWU.

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.

All members of the union who wish to have a working knowledge of the wider trade union and labour movement would benefit from attending the linked education programme. The three parts of the course are completely self contained, but there are real educational benefits in completing all three parts of the programme in a year or eighteen months. Union skills courses attract special leave with pay.

The cost of tuition, food and accommodation will be met from the general fund. 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.

Application forms should be addressed to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email: **mtodd@cwu.org**

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Education & Training Courses – Northern Ireland

The following education & training courses have been scheduled for Northern Ireland:

In Belfast

Union Skills III Course:
3 – 7 November 2008

Equality & Diversity Seminar:
11 – 12 November 2008

In Newtownabbey

Two-Day Women's Course:
13 – 14 November 2008

Nominations for the Union Skills III course and the Women's course should be made on an application form for union courses and returned as soon as possible to **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, Bampton, Oxon OX18 2PY. Telephone: **01993 843373**; Fax: **01993 840960**; email: **mtodd@cwu.org**

Nominations for the Equality & Diversity seminar should be sent to **Lawrence Huston**, Regional Secretary.

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North West Regional Courses

Branches are asked to submit application forms for the following courses being held in the north west region.

Union Skills I: **13 – 17 October 2008**

– Bolton

Union Skills I: **20 – 24 October 2008**

– Manchester

Union Skills II: **10 – 14 November 2008**

– Bolton

Union Skills II: **17 – 21 November 2008**

– Manchester

Nominations should be made on an application form for union courses and returned as soon as possible to **Trish Lavelle**, Head of 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

291

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.

292

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.

HEALTH AND SAFETY

293

Family of Asbestos Victim Awarded Five-Figure Settlement

The family of a woman who was unknowingly exposed to asbestos at work has succeeded in a claim for compensation against her former employer.

Margaret Dobson died just five months after she was diagnosed with mesothelioma. Until her diagnosis she was unaware that she had worked with asbestos.

It was only after she made enquiries of her former co-workers that she discovered that many of the pipes in the factories where she had worked had been lagged with asbestos. It is thought that the exposure occurred when asbestos dust was released into the atmosphere during maintenance work.

The High Court decided that Mrs Dobson's former employer was liable for her injury. Her family was awarded an undisclosed, five-figure sum in settlement of the claim.

Dave Joyce
National Health, Safety & Environment Officer

294

Caretaker in Ladder Fall Wins Claim

A school caretaker who fell off a ladder at work has won the right to compensation.

Anthony Gower-Smith, 73, fell off a stepladder in 2004 while trying to remove a display from a wall of the school. He fractured

his skull and suffered damage to his right kidney.

He brought a personal injury claim against the local authority, claiming that he had not received adequate training in the use of stepladders. He had, however, received some training – he had been told not to stand on the top step of the ladder and not to work at heights greater than three metres.

However, a contributing factor to the accident was that Mr Gower-Smith had placed the ladder parallel to the wall on which he was working instead of at right-angles to it, which is safer. Mr Gower-Smith maintained that he had not been made aware of this.

In court the judge explained that it didn't matter that stepladders were everyday pieces of equipment. Thorough training was still required. In fact, because they are everyday items it is more important to point out the potential risks in using them. The judge found that the training given to Mr Gower-Smith was deficient in that this was responsible for his lack of knowledge of the extent of the danger attached to placing the ladder side-on to the wall.

The court did, however, rule that the damages award should be reduced by 25 per cent because of Mr Gower-Smith's contributory negligence.

The claim was for between £15,000 and £50,000, but the exact amount of the settlement is yet to be decided.

For information on the safe use of ladders and stepladders, see **LTB number 662/08** entitled "HSE Ladder Exchange – starts 1st September 2008 – Using Ladders Safely & Work at Height"

Dave Joyce

National Health, Safety & Environment Officer

295 HSC and HSE Merger

The Health and Safety Commission (HSC) and the Health and Safety Executive (HSE) have merged to form a single national regulatory body.

Originally, the two were established as separate, non-departmental bodies with working practices and delegated powers established in such a way as to distance the HSC from the day-to-day workings of the HSE. However, following extensive consultation and through the process determined by the Legislative and Regulatory Reform Act 2006, the decision was taken to merge the two bodies in order to provide greater clarity and consistency in promoting better health and safety at work, whilst maintaining public accountability. The merged body will be called the HSE.

As a single body, it is hoped that the HSE will be better able to respond to the challenges and demands of changes in the workplace and to oversee further improvements to health and safety by strengthening the links between health and safety strategy and its delivery.

The merger will not fundamentally change day-to-day operations, but will mean that:

- there will be a single national regulatory body responsible for promoting the cause of better health and safety at work
- the current Chair of the Commission becomes Chair of the Board of the new Executive
- existing commissioners are appointed as non-executive directors of the new Executive for the remainder of their term of office, with the relevant responsibilities of the new roles
- the potential size of the board of the new executive will be no more than eleven members plus the chair and members will continue to be appointed by the Secretary of State
- all the fundamental contents of the Health & Safety at Work Act remain
- none of the statutory functions of the previous Commission and Executive will be removed
- there is no change in health and safety requirements, how they are enforced or how stakeholders relate to the health and safety regulator – no health and safety protections will be removed.

Any enquiries should be addressed to **Dave Joyce**, National Health, Safety & Environment Officer, quoting **reference No. EX5**.

296 Occupational Hearing Loss Payout of £11,500

A parcel service worker whose hearing was damaged owing to exposure to high levels of noise has won a compensation award of £11,500 from his former employer.

The man worked on an airfield transporting parcels. He was exposed to noise from aircraft landing and taxiing to the nearby terminals but was not supplied with any hearing protection.

Because of the damage to his hearing the man has difficulty having normal conversations, watching the television and using the telephone. It has also affected his new job as a taxi driver. As well as the deafness, the man has developed tinnitus – a condition where the sufferer experiences buzzing or ringing sounds in the ears. This regularly interferes with his sleep, work and leisure activities.

He brought the claim against his former employer who at first denied any liability. However, once evidence of the high levels of noise to which the man had been exposed was presented, he was offered compensation.

Under the Control of Noise at Work Regulations 2005, the level at which an employer must provide hearing protection and hearing protection zones is 85 decibels (daily or weekly average exposure) and the level at which an employer must assess the risk to workers' health and provide them with information and training is 80 decibels. There

is also an exposure limit value of 87 decibels, taking account of any reduction in exposure provided by hearing protection, above which workers must not be exposed. The regulations now apply to venues such as pubs, clubs, restaurants and cinemas as well as to sporting events and any other workplace where live or recorded music is played.

Dave Joyce

National Health, Safety & Environment Officer

297 Millions Oblivious of 'High Risk' of Heart Disease – Major New Oxford University Study

Nearly four million people in the UK are unaware they could be at "high risk" of developing heart disease, according to the findings of a major new study.

More than 71,000 people aged 18 and over were screened in 35 towns and cities across England, Wales and Scotland for the research carried out by Oxford University.

The results, published in this month's issue of the International Journal of Clinical Practice, suggested that 7.9 million people had already been diagnosed with cardiovascular disease (CVD), or had a medically recognised risk of developing it.

However, there were a further 2.8 million men and 900,000 women who faced a high risk, but who had not yet been diagnosed. The shortfall in identifying those at risk was greatest among middle-aged men, the study found.

Earlier this year the government announced it was planning to roll out heart screening checks for people aged 40 to 74.

Professor Andrew Neil from the Division of Public Health and Primary Care at Oxford, who led the research team stated that the findings reinforce the need for a national CVD risk assessment programme and he welcomes the announcement by the Department of Health that plans are being put in place to institute primary care checks.

The research found that 75% of men and 45% of women who were over 50 already had CVD or diabetes, were taking cholesterol or blood pressure drugs or were at high risk of developing CVD.

Although the research team were reassured to discover that 60% of those people had already been identified by their family doctor or another primary health care professional, Professor Neil stated that the challenge now was to identify the other 40% who are at high risk of developing the disease but remain undiagnosed.

When the research team looked at gender differences in this age group, they found that only 47% of men had been identified as having a high CVD risk, considerably lower than the 72% of women identified, possibly because women are more likely to seek medical advice.

The British Heart Foundation, commented that the study shows that many people don't

know they are at high risk of heart disease and aren't doing anything to lower it. It is a great shame as heart disease is largely preventable through lifestyle changes and drug therapy. This has been proven to save lives by lowering people's risk."

Dave Joyce

National Health, Safety & Environment Officer

298

More Die in Accidents at Work than Through Murder

With the current obsession in the media with knife crime, a sense of perspective may be restored by a new study which reports that injuries and fatalities at work may be significantly under-reported in official statistics and suggests that workers are potentially at greater risk of harm at work than they are outside the workplace.

The study, entitled 'A crisis of enforcement: The decriminalisation of death and injury at work', has been published by the Centre for Crime and Justice Studies at King's College London. It says that many occupational injuries go unreported and this results in an under-estimation of 'safety crime'. It also questions official figures reported by the Health and Safety Executive for fatal accidents at work. The total number of workplace deaths does not include those killed in road traffic accidents whilst working. If one includes these and other unreported occupational deaths, the total for 2006-2007 increases from the official figure of 241 to around 1,400. This is approaching double the number of homicides of around 800.

Non-fatal injuries at work are also under-reported, according to the report. Research carried out by the Office for National Statistics shows that approximately 75 per cent of non-fatal injuries at work are never reported. In the case of self-employed workers, this figure rises to 95 per cent. These figures show that employers are not complying fully with their legal duty to report all accidents at work.

The study's authors claim the figures show that the real extent of workplace injuries is hidden. While violent crime in the street or at home may be many people's worst fear, being the victim of an injury at work would appear to be more likely.

Employers have a legal duty to provide workers with a safe working environment as well as the training and equipment necessary to carry out their job without risk of injury. If you have been injured at work through no fault of your own, contact us for advice.

Dave Joyce

National Health, Safety & Environment Officer

299

New Fire Kills Website & Fire Kills Campaign

Directgov, the website of the UK government providing information and online services for the public has launched a new Fire Kills

website with a series of dedicated campaign pages full of useful information on how to prevent, detect and escape from fire. The new site features key fire safety messages and Fire Kills campaign materials, including specialised resources for teachers, disabled people, parents and landlords and tenants. There is also an interactive area aimed specifically at children, to teach them about fire safety in a fun and practical way. Visit the site at:

<http://campaigns.direct.gov.uk/firekills/>

The Communities and Local Government Fire Kills campaign is a publicity campaign aimed at the general public. The programme comprises three core community fire safety themes: prevention, detection and escape; the key and primary message is smoke alarm ownership and maintenance. The campaign is made up of many elements including the traditional methods of communication via television/radio/digital advertising and PR. Contact details: Email: mike.larking@communities.gsi.gov.uk telephone: 020 7944 5695

Dave Joyce

National, Health, Safety & Environment Officer

300

Director Jailed for Manslaughter

The Health and Safety Executive (HSE) has warned all employers to ensure they protect their workers' lives after the jailing of a company director for manslaughter.

Mr Sharaz Butt, director of Alcon Construction Ltd, Norwich, was prosecuted by Norfolk police, with assistance from the HSE, over an incident which took place on 31 January 2008.

Mr Wu Zhu Weng was working for Alcon Construction on the refurbishment of a building in Trowse, Norwich, when he fell 12 feet through a skylight, suffering fatal injuries.

Mr Butt was sentenced to 12 months in jail at Norwich Crown Court after pleading guilty to the manslaughter of Wu Zhu Weng.

He also received a five-year disqualification from acting as a company director after pleading guilty to breaching section 37 of the Health and Safety at Work, etc Act 1974 which stipulates that where an offence committed by a body corporate is proved to be attributable to any neglect on the part of a director (or similar officer), the director as well as the body corporate will be guilty of that offence.

Alcon Construction was given a nominal fine of £10. However, in his sentencing remarks, Judge Peter Jacobs made clear the fine would have been tens of thousands of pounds had the company been in a position to pay such an amount.

The judge said Mr Butt had shown a "cynical disregard" for his workers, including Mr Weng, by employing them illegally and failing to ensure their safety.

Following the case, HSE Inspector Peter Nickerson said, "Mr Weng's tragic death could have been prevented had his employer followed basic health and safety procedures.

The skylight Mr Weng was working near had not been properly covered and was a dangerous place to work."

Dave Joyce

National, Health, Safety & Environment Officer

TELECOMS

301

BT Operate: HITS Functions/Grading

Information has been sought from BT Operate on the functions discharged within HITS teams with a view to providing a case for discussions on a grading review. The following is a bullet point summary from a BT Operate management perspective as to what is expected or can take place.

- There are currently five options available for a home IT visit: 1/ new PC set-up, 2/ wireless set-up, 3/ PC health check, 4/ general Visit and 5/ accelerator (broadband line-speed enhancement by optimising the internal installation)
- Of these, new PC set-up and wireless set-up are broadly the same tasks as on a HITS (broadband install) job which is graded B2
- RITS Bulletin 11 refers to PC and wireless set-up being offered via Argos with no change to the tasks themselves but a couple of extra process steps for the engineer to ask the customer to follow to make payment (no direct handling of payment by engineers themselves)
- Accelerator jobs can be more varied but once again involve some of the same tasks as HITS (re-positioning of home hub, fitting an NTE front-plate etc)
- PC health checks are performed following a prescribed check-list of activities, though can become more complex depending on what the engineer finds
- General visits can be literally any request for IT Support for a PC or peripheral equipment
- Currently management draw on a pool of mainly B2 engineers for all of these job types except general visits, for which a smaller pool of around 50 engineers, trained to A+ level. These were nominated by the RBU managers at the time, based on existing skills, relevant experience and the need to provide complete geographical coverage of the UK. This pool includes a complete mix of grades from B2 to even D1 in some exceptional cases.

The purpose of this report is to request branches to consider the information provided and to identify any omissions or inaccuracies that may assist the executive team in the grading review discussions.

Brian Healy

Assistant Secretary

302

BT Operate: Vendor Management

Following the Group wide re-organisation, Vendor Management has had a fundamental review of the way in which service is delivered

Table 1

Team	Current headcount	Target headcount	Roles to be filled (Note – L3 appointments complete)
Transmission & Access	9 (all managers)	9	8
Intelligent Networks	10 (all managers)	6	5
Data, IP, Voice and Multimedia	8 (all managers)	7	6
ICT	6 (5 managers, 1 TMs)	6 (5 managers and 1 TM to lift and shift for day 2)	4 (all managers)
Performance & Analysis	4 (3 managers, 1 TM)	4 (all managers)	3 (all managers)
Supplier Development	4 (all managers)	4 (all managers)	3 (all managers)
Opportunities & Programmes	8 (7 managers, 1 TM)	8 (includes 3 lift and shift roles 2 managers, 1 TM)	4 (all managers)
US team	5	0	0
Total	55 (51 managers, 4 TM)	45 (42 managers, 3 TM)	33 (all managers)

to customers and the relationship with suppliers. The new Vendor Management organisational structure is designed to deliver a step change in operational performance. It is designed to eradicate waste and duplication, improve right first time and reduce cycle time. The aim of improved service and the achievement of an overall reduced cost base are entirely consistent with BTO and BTD objectives. Accordingly, the structural changes will simplify the relationship with suppliers and, as such, bring about a reduction in the costs of failure, a reduction of complexity and duplication.

The top line structure of the team was the result of a detailed and thorough organisation design process involving a selection of operational management and HR. The 'lift and shift' structure that was in place was oriented around internal customers – i.e. Wholesale, Global Services and One IT/BT Design. Vendor Management will now be structured by the technology categories our vendors supply.

See **Table 1** above.

There are currently four CWU represented team members in the Vendor Management team. One individual will take medical retirement and another will be placed into the CTC.

Brian Healy
Assistant Secretary

**303
BT Wholesale: Single Interface (SI)
Attendance Recording Trial**

Following the trial of attendance recording on SI, a report has been produced which is attached for the information of branches.

The major criticism was it involved a lot of manual work, more so than flexi sheets, due to SI not automatically transferring over, and not updating when members are off on annual leave, sick leave and maternity leave.

From the perspective of management, they will continue with existing methods of recording flexi until such time as members feel confident in the abilities of utilising Single Interface. The purpose of the trial was purely to test automatic testing recording of flexi-time in terms of start, lunch breaks and finish times.

The feedback on issues will result in developing the automatic aspect of recording in order that the trial becomes fully effective.

Brian Healy
Assistant Secretary

**304
BT Operate: Core Brief – August 2008**

Branches that may not have access to BT Operate internal communications may be interested in the attached core briefing issued in BT Operate.

Brian Healy
Assistant Secretary

**305
BT Operate: Ex-NFE Duty of Care Update**

Branches may wish to be advised of the senior management team review and sign off presentation on the Duty of Care trial. Any issues arising out of this should, in the first instance, be taken up at head office.

Brian Healy
Assistant Secretary

**306
BT Operate: Final BTO Selection Guidance**

Branches were advised via the Network Briefing Forum that attempts were being made by the executive to standardise the approach taken throughout the whole of BT Operate.

This has now been concluded and attached for the information of branches is a copy of the revised selection guidance/policy.

The following issues are the more significant changes that the executive has sought:

1. Where the selection exercise is large enough there can be a pool of managers normally at tier 2 who will be selection managers, this allows the owning tier 2 not to be the selection manager for their own group.
2. The non-September APR date for the ex-Global Services National Field Engineering has been catered for.
3. There is a stronger emphasis on the need for a 1-2-1 meeting, if this is not possible this is escalated to the selection manager for an agreed way forward.
4. Maternity/paternity leave members: if they can be contacted and want to be part of the selection exercise then they can be part of the selection exercise, if not contactable or they do not wish to go through the process, then they will be

appointed into a post.

5. It is now clearer that due consideration should be given to MAs in their first year of assimilation.

No movement has been made on the issue for senior representatives who are not on full time release and this will be kept under review.

Brian Healy
Assistant Secretary

EVENTS BULLETIN

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 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

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 Brooks 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:

Marcia Murray
CWU Communication Department
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.