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Revamping CWU.org

The Communications Department are redeveloping the Union's website. If anyone has any ideas as to what they'd like to see more of, or less of, what we can improve on from the existing site, or anything you think might enable us to deliver a better website for you, please direct your comments by November 30th 2006 to **Abigail Lawrence-Jones** at: alawrence-jones@cwu.org

Any comments received after this time may be taken on board, but to enable us to implement valid suggestions most efficiently, the sooner we are made aware of your requirements, the better. We will of course be continually improving the website as it evolves, so continued input is always welcomed and valued.

Any comments regarding this paragraph please to Abigail Lawrence-Jones, Web Editor, Communications Department, at the above address.

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Union Skills II Course

In addition to the current Education & Training Programme, the Communication Workers Union has organised another Union Skills II Course, to be held at the Union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course. The course will be held from 11th–15th December 2006 – **applications to be submitted as soon as possible, as places will be allocated on a first come first served basis.**

Only members who have attended a Union Skills I or an Induction course are eligible for nomination.

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

Those nominees who are Committee Members, Branch Representatives or Branch Officers are entitled to leave with pay.

Nominations should be made on the form for Education Courses and returned to Alvescot Lodge.

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

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Union Learning Representative Course

The Communication Workers Union have organised a Union Learning Reps Stage I Course, to be held at the Union's Education & Training Centre, Alvescot. The course will be held from 29th January–2nd February 2007. The closing date for applications is 14th December.

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.

The course will give prospective Learning Reps all the knowledge and skills that are required to give advice and guidance to our members.

Branches who already have workplace based Learning Centres or who are in the process of setting up Centres will be able to exchange information and ideas.

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

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Equal Rights in the CWU Part 1

The Communication Workers Union has organised an 'Equal Rights in the CWU Part 1 Course', to be held at the Union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course. The course will be held from 12th–16th February 2007. **The closing date for nominations is 4th January.**

This course is targeted at CWU Branch Equality Officers and other Branch and Field Representatives who deal with equality Issues on a regular basis. The course objective is to equip members with a thorough grounding in diversity & equality issues at both a theoretical and practical level.

As with all CWU courses, the focus is very much on the practical and on building the individuals' confidence, skills and knowledge. Students are supported throughout by trade union tutors and will be encouraged to work at a pace and level that suits them. Many of the course activities will be carried out through working in small groups assisted by our specialist tutors.

MAIN THEMES

- Understanding how discrimination and prejudice impact on CWU members in the workplace
- Understanding the role of equality representative
- Becoming familiar with CWU procedures and policies around equality issues
- Dealing with members' problems in a systematic way
- Understanding and utilising agreements and procedures in the workplace
- Understanding legal and contractual maternity, paternity and parental rights
- The Disability Discrimination Act and the implications for CWU members
- Developing communication & presentation skills

Special Leave with pay applies for members employed by BT.

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

Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge by the closing date shown. If you nominate more than one member (a maximum of two please), indicate the order of preference if necessary and please apply for only one course at a time. If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date. Application forms should be addressed to: **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, BAMPTON, Oxon OX18 2PY. Tel: **01993 843373**; Fax: **01993 840960**; e-mail: mtodd@cwu.org

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Health & Safety Stage I Course

A Health and Safety Stage I has been organised to be held at the Education and Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the

National Open College Network. This is a fully integrated course. The course will be held from 5th–9th February 2007 and the **closing date** for nominations is 14th December.

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 courses at Alvescot are residential. The cost of tuition, food and accommodation will be met from the General Fund. Branches are expected 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. Special leave with pay will apply.

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

Nominations should be made on the Application Form for Union Courses and returned to Alvescot Lodge by the closing date shown. If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date.

Application forms should be returned to: **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, BAMPTON, Oxon OX18 2PY. Tel: **01993 843373**; Fax: **01993 840960**; e-mail: mtodd@cwu.org

558 Union Skills II Course

In addition to the current Education & Training Programme, the Communication Workers Union has organised another Union Skills II Course, to be held at the Union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course. The course will be held from 12th–16th February 2007. The closing date for applications is 4th January

Only members who have attended a Union Skills I or an Induction course are eligible for nomination. Preference, will of course, be given to those students who have been refused a previous Union Skills II Course, so this must be shown on the application form. 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 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 childminding facilities for a maximum of three under school age children at any one time. If any applicant from your branch would like childminding facilities, can you please advise the age and sex of the child on the application form. Further information on the childminding arrangements will then be sent to successful applicants.

Those nominees who are Committee Members, Branch Representatives or Branch Officers are entitled to leave with pay. Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge by the closing date shown. If you nominate more than one member (a maximum of two please), indicate the order of preference if necessary and please apply for only one course at a 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**; e-mail: mtodd@cwu.org

559 Union Skills III Course

The Communication Workers Union has organised a Union Skills III Course, to be held at the Union's Education & Training Centre at Alvescot Lodge. All courses held at Alvescot Lodge are accredited with the National Open College Network. This is a fully integrated course. The course will be held from **19th–23th February 2007** and the **closing date** for nominations is 4th January.

Only members who have attended a Union Skills I/Induction and a Union Skills II course are eligible for nomination. 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 courses at Alvescot are residential. 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.

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

Those nominees who are Committee

Members, Branch Representatives or Branch Officers are entitled to leave with pay.

Nominations should be made on the form for Education Courses, and returned to Alvescot Lodge by the closing date shown. If you nominate more than one member (a maximum of two please), indicate the order of preference if necessary and please apply for only one course at a time. If a member is refused a place, due to oversubscription, then indicate this on a subsequent application for another date. Application forms should be addressed to: **Trish Lavelle**, Head of Education & Training, CWU Education & Training Centre, Alvescot Lodge, Alvescot, BAMPTON, Oxon OX18 2PY. Tel: **01993 843373**; Fax: **01993 840960**; e-mail: mtodd@cwu.org

EQUAL OPPORTUNITIES

**560
Maternity Rights and Other Changes under the Work and Families Act 2006**
In *BOB* number 35 dated Friday 22nd September paragraph 536 we advised on future changes to statutory holidays with pay and the Government's intention to extend the length of the statutory right. Some people have asked about this paragraph and for the avoidance of doubt this referred to the statutory right under the Working Time Directive of the European Union and not to any contractual right to leave from your employer.

Again for the avoidance of doubt if your contractual right to leave plus your contractual right to Bank Holidays exceeds the statutory right then this change will not give you more leave. Currently the statutory right to leave is 20 days in total and this includes all Bank Holidays. The proposed changes increases this in phases to 24 from October 1st 2007 and to 28 days from a further date to be announced. Even after these changes the vast majority of our members contractual leave plus the 8 Bank Holidays exceeds the proposed statutory right and this will certainly normally be true in BT, O₂, Alliance and Leicester and throughout the Royal Mail Group. The TUC website www.worksmart.org.uk/rights provides information on your legal rights in relation to paid leave.

Any enquiries on the above should be addressed to **Michèle Emerson**, Assistant Secretary, quoting **Reference No. 2.50**

561 Equality Audits

Thank you to all of the branch secretaries who have responded to Michèle Emerson's letter concerning the equality audit that is taking place. Your responses are greatly appreciated.

There are still a significant number of branch secretaries who have not yet responded to the letter sent to them, which posed the question concerning why there were no delegates in attendance at either of the last three years

equality conferences. There will be a follow-up letter being sent in due course from Billy Hayes for those of you who for whatever reason have not been able to reply to Michèle Emerson's.

If there are any queries in relation to this statement please contact the Equal Opportunities Department and ask for either **Fevzi Hussein** or **Dionne Gittens-Noel**

TELECOMS

562

BT Wholesale: Accommodation Initiative

Branches had an outline report of the BT Wholesale Accommodation Initiative in *BOB No.27/06, paragraph 447*. Attached to that report was an internal statement relating to Homeworking.

In some parts this has been taken to be no Homeworking is allowed. This was a freeze so that any decisions were consistent with the future strategy. This has now been resolved and requests submitted during summer will now be processed as will any future requests.

Attached for the information of Branches is a copy of a letter from the Managing Director for BT Wholesale Networks to the Union and a copy of an Enterprise message detailing the same announcement and the criterion that will be part of the consideration for Home Working.
Brian Healy Assistant Secretary

563

ONE IT: NSOC Organisational Design

The ongoing review of the organisational design of One IT's various operational structures has recently concluded a view for NSOC.

There is no immediate impact for CWU represented grades and potentially good news with regard to resourcing.

The following is a summary of the intentions moving forward.

- To convert 8 of the managerial posts currently covered by contractors to FTE.
- To make some minor structural changes to tiers of management within the NSOC operations
- To commit over the next six months to reduce the substantial number of agency deployed in NSOC functions
- The introduction of new roles, which will be advertised and will provide a mix of promotion opportunities, conversions and new hires. A breakdown of these roles are outlined below and only four of the 12 roles are currently filled by direct labour
- The current four Infrastructure Duty Managers are likely to become the four new Service Operations Centre Managers
- The current four Technical Leads are likely to become the four new Service Operations Centre Technical Leads
- The current four NSOC Duty Operations Managers are likely to become the four new Service Managers

Attached for the information of Branches are slides used by management for internal briefing purposes.

Brian Healy Assistant Secretary

564

Accenture Hr Services: Redeployment Status Report

This report updates that which was given in *BOB No.34/06, paragraph 525* and also is the final report on the consequences of the BT contract renewal.

The recruitment/promotion freeze which has been in place will now be lifted following the successful deployment of all the redeployees affected by the BT Contract renewal.

Brian Healy Assistant Secretary

POSTAL

565

Uniform Review: Royal Mail Waterproofs

We have received one or two indications that the waterproofs currently being provided by Royal Mail are inadequate. Branches and Reps are therefore invited to supply comment on the quality and design of waterproof uniform items in order that we can present a detailed case to management.

Any enquiries to Bob Gibson's Department, Ref. 500

Bob Gibson Assistant Secretary

EVENTS BULLETIN

Tuesday 24th October 2006: Jarvis Tyner lecture: Race and Class the American experience.

Taking place at Congress House, Great Russell Street, London WC1B 3LS from 17.00 to 19.00. A SERTUC Black History Month event, Jarvis tyner will speak on *Race and Class the American experience*. It will be of interest to all trade unionists.

The event is free but registration is essential. To register or request more information contact **Darren Lewis** on **020 7467 1220** or email: **dlewis@tuc.org.uk**

Thursday 26th October 2006: Fundraising Conference.

Conference to help maximise success with many different revenue streams. A conference for chief executives, managers and fundraisers from every size of organisation.

For more information contact Directory of Social Change, the Charity Centre, 24 Stephenson Way, London NW1 2DP, Tel: **08450 777707** Fax: **020 7391 4808** or email: **training@dsc.org.uk**

Saturday 28th October 2006

The 2006 CWU Lesbian Gay Bisexual and Transgender Conference

will be on 28th October 2006 and is to be held at the Mechanics Institute in Manchester. It is an all

day Conference beginning at 10am. For more information contact Alan Crisp in the CWU Equality Department on 020 8971 7205 or by email **acrisp@cwu.org** <mailto:acrisp@cwu.org>

Saturday 11th November 2006 We are holding the 2006 CWU Disability Conference

in Swansea on 11th November 2006 and the venue is Swansea at the Dragon Hotel. It is an all day Conference beginning at 10am. For more information contact **Alan Crisp** in the CWU Equality Department on: **020 8971 7205** or by email: **acrisp@cwu.org**

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.