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GENERAL

566

Liaison Meetings with CWU Group MPs

Meetings with CWU Group MPs have now been arranged for the next Parliamentary Session. Listed below are the dates of the meetings and those nominated to attend:

12 December

Graham Colk, Andy Kerr, Joe Malone, 1 representative from W Midlands Political Committee.

Billy Hayes, General Secretary

567

Equality & Diversity Mandatory Training for Branch Officials – North West

In line with Conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses.

These courses are being held in the North West Region:

Tuesday 14th November – Manchester

Friday 17th November – Liverpool

Tuesday 21st November – Preston

Tuesday 28th November – Stockport

Further dates and venues for other regions will be published in due course.

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

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Equality & Diversity Mandatory Training for Branch Officials – Midlands

In line with Conference policy, we now require branches to submit applications for the following mandatory Equality & Diversity courses.

These courses are being held in the Midlands Region:

Wednesday 15th November – Birmingham

Thursday 23rd November – Birmingham

Further dates and venues for other regions will be published in due course.

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

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Public Speaking Course

The Education and Training Department are running a Public Speaking course, which will be held from:

Friday 23rd – Sunday 25th February 2007 at Alvescot Lodge.

The closing date for applications is Friday 19th January 2007.

We are particularly interested in receiving applications from women and young members, as they have been under-represented on this training previously.

Application forms need to be submitted as soon as possible and 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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Fred J Binks R.I.P.

Former General Treasurer and National Honorary Member Fred Binks died last month at the age of 77. During his long and distinguished career in the union he had held many positions of responsibility to the members.

Leaving school at the age of 14 Fred joined the Post Office in 1943. Starting his long involvement with the then Union of Post Office Workers (UPW) in 1945 he was first elected to the position of Section Chairman of the Manchester Amalgamated branch. Representing his fellow Telegraph Boys led him to the highest levels of the union where he was a truly respected activist both in Britain

and in his work with the Postal, Telegraph and Telephone International (PTTI).

After many years of serving and holding various positions in the Manchester Amalgamated Branch, Fred was elected its Central Secretary in 1966. Elected to the union's Standing Orders Committee (S.O.C.) in 1962, he was that Committee's Secretary until his election to the Executive Council in 1971, and in 1980 was elected National Treasurer.

In addition to his tireless work within his branch and at national level Fred found time to be active in the Labour Party and his long service to the Magistrates Bench earned him a reputation for diligence and fairness. His work as a magistrate extended to being Chairman of the Manchester Probation and after Care Committee.

Our General Secretary, Billy Hayes has I know paid tribute to Fred's dedicated work with our members in Northern Ireland where he was held in high esteem. Many will have their own special memories of a man often described as a true gentleman by those who knew him. Our condolences are sent to Fred's devoted wife Jean and her family who gave him continuous support throughout his years of service. The union has lost one of its outstanding members; many of us have lost a good friend who will live long in the memory of those who had the privilege of working with him.
Tony Clarke

CWU 2007 Diary

Branches should now be in receipt of 2 order forms for the CWU 2007 Diary. The pocket diary is priced at £1.50 and the desk diary at £2.50. For those branches that have already placed their order you should now be in receipt of your diaries. If you have not yet placed your order you can do so by sending it to Marcia Murray in the Communications Dept and ensuring to enclose a cheque or postal order made payable to 'CWU Diaries'. Branches wishing to pay through the branch rebate should indicate at the time of ordering. For more information contact **Marcia Murray** on **020 8971 7497** or **mmurray@cwu.org**

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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.

572

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 either 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.

573

Becoming More Active in Your Trade Union – Workshops for Women Trade Unionists

The CWU have been making consistent progress in trying to get more women to become active and to become more apart of

the everyday public decision-making processes that there are.

We have been made aware that the TUC Midlands Women's Regional Committee & TUC Unionlearn has organised 3 workshops in the Birmingham area on the following dates (please note that each date is a different themed workshop):

January 13th 2007 will be focusing on assertiveness and trade unions, standing up for yourself and your members, getting your voice heard, how unions do things and effecting change.

February 10th 2007 will be focusing on taking part in meetings, running meetings, taking charge, influencing decision-making for the better.

March 24th 2007 will be focusing on taking part in conferences, how conferences work, affecting policy-making, speaking up in public. The three linked Saturday sessions will run from 10am to 4pm.

The venue for these excellent workshops is the Birmingham Trade Union Education Centre, South Birmingham College, High Street Deritend, Digbeth, Birmingham B5 5SU.

Anyone interested should apply by contacting Pete Try at TUC Unionlearn Midlands Regional Education Officer, 24 Livery Street, Birmingham, B3 2PA. Alternatively he can be emailed at ptry@tuc.org.uk
Equal Opportunities Department

HEALTH AND SAFETY

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Regulatory Reform (Fire Safety) Order 2005

On 1st October 2006, the Regulatory Reform (Fire Safety) Order 2005 or Fire Safety Order (FSO) became law. This has been described as "the biggest shake-up of fire safety law affecting premises for more than thirty years".

The Order is the result of a review by central government who recognise that previous legislation, which had been introduced in a piecemeal fashion over many years, was confusing. The government has spent over £2 million publicising the changes and a dedicated website has been set up for businesses who want to know what they have to do to comply with the new legislation.

The Regulatory Reform (Fire Safety) Act 2005 replaces most fire safety legislation with one simple order. In short, it means that any person who has some level of control in premises must take reasonable steps to reduce the risk from fire and make sure people can safely escape if there is a fire.

The main change for businesses and employers is that they will take responsibility for carrying out a self assessment of the fire risks in their premises, appoint a competent person and make staff aware of what they have to do in the event of a fire. The fire service becomes the sole agency with responsibility for monitoring and enforcing the rules in most premises.

The FSO will introduce significant changes to the way Fire and Rescue Authorities enforce the law and all employers, commercial property owners or tenants will need to be aware of the changes. At present commercial properties have a duty to be carrying out fire risk assessments. Many property owners don't, because they may already possess a fire certificate and therefore feel that this certificate is sufficient. With the introduction of the new regulations from October 2006 the fire certificates will be withdrawn, and the fire authorities will begin a process of checking that suitable and sufficient fire risk assessments are being carried out. If the employer already carries out fire risk assessments they will need to make sure the assessments are adequate and sufficient and the documentation is readily available for inspection when the fire officer pays a visit to inspect the premises. If it is, and if the fire officer regards it as adequate for the premises, then the obligations may have been fulfilled to the fire authority and the employees, however if not, there will be a small window of opportunity to put things right before enforcement action is taken.

A Letter to Branches has been issued separately containing a guide on the new regulations for CWU Safety Reps and Branches. The guide summarises the changes that are taking place and lets you know what employers have to do to comply. The Regulatory Reform (Fire Safety) Order will affect any place, specifically workplaces, and employers are required to carry out a mandatory detailed fire risk assessment.

The outcome of the 'fire risk assessment' must be made available for staff, Safety Representatives and the Fire and Rescue enforcing authority.

Fire certificates are no longer be valid. However the Fire Service advise that a fairly recent fire certificate may be a good starting point for a fire risk assessment.

The law will directly affect those responsible for business premises, employers, self-employed with business premises, charities or voluntary organisations, a contractor with a degree of control over any premises.

The Regulatory Reform (Fire Safety) Order 2005 will not only apply to businesses i.e. workplaces, but it will also apply to any premises which includes any place and in particular, any workplace, any vehicle, vessel, aircraft or hovercraft, any installation on land or sea and any tent or movable structure.

Those organising events such as pop concerts or a wedding reception will find that the Regulatory Reform (Fire Safety) Order 2005 may apply and if it does the organisers will be required to carry out your fire risk assessment.

The new Regulations require employers to have a "Fire Emergency Plan" in place for dealing with any fire situation so as to ensure that the people in the premises know what to do if there is a fire and that the premises can be safely evacuated.

At least annually, staff must be instructed and trained to ensure that they understand the fire precautions and the action to be taken in the event of a fire. Staff expected to undertake the role of fire marshals/fire wardens would require more comprehensive training.

A fire drill should be carried out at least annually or as determined by the fire risk assessment to confirm understanding of the evacuation procedure.

The Department of Communities and Local Government (DCLG) has produced information and a series of guides in relation to Regulatory Reform (Fire Safety) Order 2005. Information can be found at: www.firesafetylaw.communities.gov.uk or by emailing: fire.safetyreform@communities.gov.uk
All enquiries concerning the above should be addressed to Dave Joyce National Health Safety & Environment Officer

575

Asbestos Campaign – Compliance with the ‘Duty to Manage’ Asbestos

The Health and Safety Executive (HSE) are running a campaign to reduce the risks to ill-health for people who use buildings which contain asbestos by educating both employers and employees about the risks involved when working with asbestos. The HSE reports that Asbestos is the greatest single cause of work related deaths in the UK.

Aims of the campaign are:

- raising awareness of this duty among those that have the duty to manage asbestos – the people or organisations that have responsibility for the repair and maintenance of non-domestic premises and/or control of those premises; and
- promoting practical advice and guidance on how they might comply with it.

HSE now have an extensive Asbestos website area which includes a dedicated section called ‘The duty to manage’. This section is directed at those who manage non-domestic premises: the people with responsibility for protecting others who work in such premises, or use them in other ways, from the risks to ill-health that exposure to asbestos causes. The pages provide answers to some questions about the duty as well as some further information under the following headings:

- What is the duty?
- Who has the duty?
- What premises are affected?
- How do duty holders comply?
- Surveys/ Surveyors.

The HSE Asbestos “Duty To Manage” website can be accessed at: <http://www.hse.gov.uk/asbestos/campaign/duty.htm>

All enquiries concerning the above should be addressed to Dave Joyce National Health Safety & Environment Officer quoting ref: P8.

576

Asbestos Victims Support Groups – Mesothelioma Treatment Campaign

The Forum of Asbestos Victims Support Groups are campaigning about the provision of treatment for the incurable asbestos-related cancer, mesothelioma.

A lobby of MPs took place in the House of Commons on Tuesday 17 October and information was made available for MPs and their constituents at the Commons about why mesothelioma patients should have the option of treatment with Alimta®. Experts were on hand during the lobby to explain why it is important that NICE approves Alimta® for the treatment of mesothelioma.

In June 2006 NICE (National Institute for Health and Clinical Excellence) announced that it would not be recommending the use of Pemetrexed Disodium Alimta®, the only UK licensed drug to treat mesothelioma. NICE has arranged a hearing for two appeals received against the Final Appraisal Determination and Guidance on this technology at NICE offices on 27 October 2006 starting at 10.00am.

The Forum of Asbestos Victims Support Groups is requesting support for their campaign by people contacting their MP. For further information call the **Forum on 0161 636 7555**.

All enquiries concerning the above should be addressed to Dave Joyce National Health, Safety & Environment Officer quoting ref: P8.

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National Prostate Cancer Conference, London, Friday 3 November 2006

The third annual National Prostate Cancer Conference entitled “Pioneers in Practice – from Innovation to Reality” will take place on Friday 3rd November at the Olympia Conference Centre in London.

The conference will focus on the latest developments and initiatives in the care of those with prostate cancer. Those attending will hear from experts in the field and have the opportunity to learn about topical issues in prostate cancer care.

The conference brings together everyone with an interest in prostate cancer – Men affected by prostate cancer and their families, health professionals, support groups, charities, policy makers, politicians, trade union members and business leaders. The conference will both focus on examples of innovation and on the challenges of transforming these into practicality in the NHS and elsewhere.

To book a place contact: “The Prostate Cancer Charity” tel: 020 8222 7622, fax: 020 8222 7639, email: info@prostate-cancer.org, uk or by post to The Prostate Cancer Charity, 3 Angel Walk, London W6 9HX (Note: This Conference is on the same day as the CCA Conference in London).

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer, quoting reference P3.

578

Action Mesothelioma Day (AMD) –

February 27th 2007 – Advanced Notice

This is an advanced notice of Action Mesothelioma Day (AMD) which takes place on February 27th 2007 and further information will be circulated nearer the day.

AMD is a day dedicated to the memory of those affected by Mesothelioma and is also about creating an awareness to the dangers of asbestos even today

The aim of Action Mesothelioma Day is to raise the profile of the condition. 90% of people under 25 don't know what mesothelioma is and only 6% of people in the UK know what the disease is, yet the deadly cancer kills one person every five hours in the UK. This figure is set to peak over the next decade.

Therefore, Action Mesothelioma Day aims to alert people to this potential danger and the precautions they need to take when undertaking building work, building maintenance work and work at home. Even though asbestos is now a banned substance, tonnes and tonnes of the fatal fibre still exist in buildings, factories, schools, offices and houses throughout the UK.

The TUC and CWU has previously issued material to help Safety Reps alert management and members to the potential presence of Asbestos Containing Materials in workplaces and HSE has made available extensive material and has a dedicated Website Area on Asbestos. Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer, quoting reference No. P8.

579

Work Stress & Work Life Balance Survey

Workers throughout the UK are being asked to give their views on the ups and downs of working life in an important national survey. This questionnaire is being conducted by the Work Life Balance Centre together with Keele University, and Coventry University to discover what is happening in today's workplace.

Work life balance is the way you divide up your time between work, your family, your hobbies or other aspects of your private life. If one part of your life dominates all of the others, and you do not want it to be that way, your life is out of balance. The survey is trying to uncover to what extent work is dominating many people's lives, and the effect this has.

The information collected in this survey is completely confidential. The answers given will be used to draw up a general picture of what is happening at work today and what could be done about any problems revealed.

Your help in completing the survey is very much appreciated. Please feel free to inform colleagues and friends about the survey or forward this site address to them.

The On-Line Survey can be accessed at: <http://www.worklifebalancecentre.org/2006/stage1.php>

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer, quoting reference No. P1.

Health and Safety Related Events in Scotland 2006/7

The HS&E Department have been notified of the following events by the HSE Scotland:

25 October 2006 – Machinery Safety and Standards Seminar – Falkirk Stadium

HSE's John Madden, HM Principal Specialist Inspector will give a presentation at this event which is being organised by Pilz and Alex Nangle Limited. It is aimed at people with an interest in, or have responsibility for, machinery safety to provide an update on machinery safety legislation and standards. Further information and booking forms are available from david@nangle.co.uk.

8 November 2006 – Rash Decisions Affect Your Business

This one day seminar is being held from 8.45am to 4.15pm at McDiarmid Park, Crieff Road, Perth. It aims to provide employers with information so that they can better manage dermal exposure to chemicals and wet-working. HSE's Bob Rajan Sithamparanadarajah will give two presentations: Work-related dermatitis – What is it and why people suffer from it? and Managers toolkit for controlling work-related dermatitis. HSE Infoline – 0845 345 0055.

30 January 2007 – Motor Vehicle Repair Safety and Health Awareness Day

This event will take place at the Dewar Centre, Glover Street, Perth and is aimed at those who are involved in the motor vehicle repair/body shop businesses to raise awareness within the industry of the risks from 2 pack isocyanate paints and other priority risks. For more information please contact Liz Grillo on 0131 247 2049.

TELECOMS

581

BT Wholesale: Permit Tool for Core Solutions Team

Since the formation of the Core Solution Team, management have been working on the development of a tool which will enable the measurement of time spent on the work executed for customers and external suppliers. The intent is to provide BT Wholesale with the capability of planning and utilising resources to best effect whilst at the same time minimising the amount of effort required on the part of Core Solutions people in accurately recording the data.

Very simply, this is a tool which enables an easier approach to capturing time spent by product which should be done anyway through robust booking. Planners will be asked to enter this data on a real-time basis, as appropriate, by the use of drop down menus.

The output will be a breakdown of time spent by each Planner on each product. This will be collated and a report produced for national management to review on a weekly/monthly basis. The main intent is that

the information gathered from it, will allow senior management to be able to ensure resources to the forecast demand nationally and geographically. With the constant change to demand of forecasts and product and with access to little historic data, it has been currently very difficult to assess resourcing requirements.

Management state that it will give better organisational performance statistics which are lacking in this area. With the challenges ahead to deliver 21CN, management want decisions to be based on fact and fairness across the board and to be able to proactively handle the volumes which are currently putting Core Solutions teams under pressure.

The Executive team has raised the issue of how this information will be used for performance management purposes.

In response senior management have stated that they recognise it is difficult to measure individuals in a planning world due to the complex mix of tasks and skills, but do need to have some indicator of at least one facet of team and individual performance introduced. Furthermore they have stated that whilst individual performance will be visible it is not the primary reason for this system, as this information can be obtained through robust adherence to booking practices. Management have confirmed that the use of this information will not be used in isolation for performance management purposes.

Attached for the information of Branches are copies of correspondence notifying the Union of the introduction of Permit, as well as a draft internal briefing on the subject.

Brian Healy
Assistant Secretary

582

BT Wholesale: Grievance Timescales

As previously reported in Branch Officials Bulletin No.11/06, paragraph 174, BT Wholesale have taken the lead on a pan-BT/AHRS project team with the aim of reducing the time currently taken to investigate grievances – focusing on those which are case managed by AHRS (e.g. equality/harassment & bullying related). The major intent is to reduce the time taken to conclude the grievance in a reasonable timeframe.

A trial using both Wholesale and Openreach grievances commenced on Monday 25th September and the intent is to apply a stronger project management approach, a more directive approach to attending grievance interviews and better escalations of issues. There will be greater senior management sponsorship regarding the importance of managing grievances in a timely and quality manner (with letters from Paul Reynolds to the parties involved). This might mean re-prioritising workloads during the time being spent on investigating the grievance for the management team, and will be communicated directly by letter from the Director for BT

Wholesale.

The trial will run for a total of 15 cases with a huge amount of data being captured throughout the trial. At the end of the trial, a thorough review will take place which ultimately will be measuring whether timescales have been vastly reduced together with any other impact or findings the trial produces.

The findings at the end of the trial will be shared with the Union and will be the subject of further reports to Branches.

Brian Healy
Assistant Secretary

583

21CN – Countdown to Cardiff – 60 Days to Go

Branches may wish to be aware of the internal briefing which is attached and the links to BT's 21CN website.

The Union's Wholesale Executive team has been to see the test development site and confirm that the testing for compliance and resilience is a 24 hour, 7 day operation by BT and its third party vendors.

Brian Healy
Assistant Secretary

584

21CN – Regional News Releases

Branches may wish to be appraised of BT PR machinery at work in terms of preparing the way for introduction next year of 21CN. The associated briefings are attached.

Brian Healy
Assistant Secretary

585

BT Wholesale – Project Pond Update

Following discussions with management and exchanging correspondence with them, they accepted that there existed confusion amongst the workforce as to what work will be staying in the UK.

They have confirmed that the teams currently engaged in SMAS, Number Portability and UXD5, will all remain UK based.

It is also the intention to identify both a second line support team and a resource capability team that will allow Network and Vendor Management to manage the relationship between BT and off shore teams, specifically looking at Quality of Service and the effectiveness of the offshore teams.

There will be a process where they will scope out the numbers and requirements for the roles and determine the appropriate selection process in discussions with the Union.

Brian Healy
Assistant Secretary

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BT Wholesale: Accommodation Initiative Newsletter

Branches may wish to be aware of an internal newsletter (copy attached) which gives

details of various web links with regard to the accommodation initiative.

To give a brief summary of the outstanding actions previously reported in the Branch Officials Bulletin and which are subject to further impending discussions with the Union are the following:

1. To complete by mid-July the identification of work shifts.
2. By October agree the strategy with BT Property and the BT Wholesale Board.

These aspects will be subject to further reports to Branches.

Brian Healy

Assistant Secretary

POSTAL

587

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

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Department of Works and Pensions Contract

The business recently advised us that they have secured a new contract to deal with the traffic from the Department of Works and Pensions.

An initial meeting to discuss the outline of the contract was held last week and the Union were represented by Phil Browne and Lesley Mclean from the Postal Executive and Norrie Watson Divisional Representative (Scotland and Northern Ireland).

The Department of Works and Pensions work is already being carried out in Wales and Scotland but it is envisaged that there will be some centralisation of Government Offices in

Wales therefore the workload here may reduce even though this is expected to be minimal. Royal Mail are also examining the current operation within Scotland and their initial view is to concentrate the operation onto 3 sites but they will be scoping this option further following our discussions.

This contract once introduced will provide new work for 18 Mail Centres within England but it is not due to be deployed until next year on a phased basis between March and July 2007. In the meantime we have requested further detailed information and discussions will continue at National Level to conclude a Terms of Reference for the deployment and to deal with the issues concerning any adverse impact in Scotland and Wales. Branches will be informed of further developments in the normal way.

All enquiries regarding this paragraph should be addressed as appropriate to either Martin Collins, Assistant Secretary Indoor, quoting reference number L.840.33 or Bob Gibson, Assistant Secretary Outdoor Department.

EVENTS BULLETIN

October 2006 – June 2007: London

Socialist Film Co-op film season. Screenings held on second Sunday of the month from October to June 10.30 or 11 am. Screenings showing at Renoir Cinema, Brunswick Square, London WC1. Nearest tube Russell Square. Tickets cost £7.00, concessions £5.00, £1.00 tickets on sale from 10.30 am on day of screening. To book in advance tel 020 7837 1177 (12 noon to 8.00 pm) or go to www.curzoncinemas.com or visit the Box Office (12 noon to 8 pm) Starts Sunday 8th October with Anti-war: Come and see.

Saturday 21 October 2006: Latin American Day. 09:30 to 16:30. To be held at the Carrs Lane Church rooms, Carrs Lane, Birmingham. West Midlands Unison have organised a Latin America Day which will include speakers, workshops and discussion on issues relating to Venezuela, Columbia, Bolivia and Cuba. This is a free event and lunch. Please pre register with the organiser, **Dave Auger** on **01902 554093** or email daveauger@unisonplus.net

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 ERace 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

Wednesday 25th October 2006: National Pensioners' Convention Rally and Lobby of Parliament. Rally to commence at Noon Central Methodist Hall, Westminster, London. For more information contact **Nobby Clark** Eastern Region Retired Members' Secretary on **07713 15 55 75**.

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

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

Saturday 18 November 2006: Managing Sickness Absence With Care. 7th Annual Conference. 10.00am to 4.00pm. To be held at Hillscourt Conference Centre, Rednal Birmingham. The conference will discuss the examination of employers' practices and procedures for managing sickness absence and providing phased supported therapeutic return to work programmes. Speakers include HSE, Occupational Health Psychologist, Hope Daley National Health & Safety Officer, Unison, Dave Parr Disability Champions Project and Brian Robinson UK National Workstress Network. Cost: Delegates £50.00 (£16 unwaged). For more information email lesvroberts@hotmail.com or visit www.workstress.net

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.