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UMF Reaching Out Project Seconded Researcher Post

The CWU are currently involved in a Union Modernisation Fund project – the ‘Reaching Out’ project – to assist in improving our communications with the membership of the union. As a result, we are seeking to employ a Researcher for a fixed period to design, develop, research and deliver a monitoring and evaluating system and report for the CWU’s Union Modernisation Fund ‘Reaching Out’ project, in line with our contractual obligations with the Department for Trade and Industry, who are funding the UMF project.

This Researcher post will be a seconded position for a fixed period and the post holder’s duties will encompass the following:

- To monitor and evaluate the six projects against the agreed criteria and timetable set out in the project bids.
- To offer advice to project bids on the delivery of objectives against the agreed criteria.
- To produce regular written reports and present information on the proposals of each of the six projects for the Project Steering Group and the DTI.
- To visit all project sites and liaise and communicate with colleagues involved in the projects.
- To organise four quarterly events as part of the monitoring and evaluation process.
- To produce a final written report that contains a general assessment of project outcomes against the agreed criteria.

An application form for this seconded post can be downloaded from the news section of the CWU Education website (www.cwueducation.org <<http://www.cwueducation.org>>), or alternatively, from the CWU website in LTB 704/06.

The closing date for the receipt of applications is the close of business on the 3rd November 2006, with interviews for this seconded position being held in London on the 15th November 2006.

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Election of Regional Secretaries – 2007

Nominations are invited for the position of Regional Secretary:

Eastern
Midland
North East
Northern Ireland
North West
Scotland
South East
South West
Wales & The Marches
London

The term of office for this position is one year and the successful candidates will take

up office following the 2007 Regional AGM, which in line with the constitution will be held in January.

Nomination Forms are available on request from the National Organising Department. Completed nomination forms, which must be signed by the Branch Secretary and Branch Chair (or accredited deputies) and the nominee, should be returned by no later than 24th November 2006 (14.00). If elections are necessary a timetable will be published at a later date.

Any elections that are required for the above positions will be run in accordance with the CWU guidelines for senior field official elections, which are published below for your information. Branches are advised that ballots will be conducted on a branch ballot basis. Branches are also reminded that to be elected a candidate must receive more votes than any other candidate and receive more votes in their own constituency than any other candidate.

Any enquiries regarding the above should be directed to Steve Baguley, National Organising Secretary

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Election of Retired Members Regional Council Secretary

In accordance with the constitution of the Retired Members Regional Council, Nominations are invited from branches within the respective Regions for the position of Retired Members Regional Council Secretary for the following regions:

Eastern
Midland
North East
Northern Ireland
North West
Scotland
South East
South West
Wales & The Marches
London

Nomination forms are available on written request from the National Organising Department.

The completed forms should be returned to Steve Baguley, National Organising Secretary by Friday 24th November 2006 (14.00).

If an election is necessary a timetable will be published and ballot papers will be issued to each Branch who will be allocated a vote according to membership size.

Any enquiries in relation to the election should be addressed to Steve Baguley, National Organising Secretary.

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Hazards 2007 Sponsorship

The 18th National Hazards Conference 2007 will be held at the Manchester University from 27th – 29th July 2007.

The Hazards Campaign will be celebrating the “coming of age” of the Conference.

Please find attached a copy of the sponsorship and financial appeal leaflet. The CWU Health, Safety & Environment Department will be sponsoring Hazards 2007 and we would like Branches to do likewise, as the Hazards Campaign would be grateful for your financial support.

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Department.

Attachment: *Hazards Campaign Leaflet*

EQUAL OPPORTUNITIES

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Backcare (the Charity for healthier backs) Protecting Young Backs Campaign

“BackCare”, the charity for healthier backs, is running a campaign called “Protecting Young Backs” to raise awareness within schools to the risks of serious back problems among young people. According to BackCare, back pain affects up to 30% of adolescents with about 8% suffering from chronic or recurrent conditions. As part of their campaign, they ran a school’s education initiative, “Watch Your Back Week” during BackCare Awareness Week, 16th – 22nd October 2006. BackCare is supplying School Packs with fun, educational materials for activities designed to raise young people’s awareness of back health and safety issues.

www.backcare-helpline.org/index2.php

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Department, quoting reference No. P15.

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HSE Free Northampton Better Backs Campaign Event

HSE and the Local Authorities are raising awareness of risky manual handling, how to reduce it, and how to help people with bad backs get back to work.

This HSE event, aimed primarily at employers and managers wanting to learn more about these issues can be attend ‘free of charge’ and will provide information on:

- preventing back injuries
- Manual Handling
- Managing sickness absence and return to work.

The event will consist of presentations and demonstrations covering the above topics. The event will be held at Northamptonshire County Cricket Ground, The County Ground, Wantage Road, Northampton, NN1 4TJ on Wednesday 1st November 2006 from 10:30am – 4pm.

To reserve a place(s) contact by phone/fax or email:

Leanne Burns

Health & Safety Executive
5th Floor Belgrave House
1 Greyfriars
Northampton
NN1 2BS

Phone: **01604 738300** Fax: **01604 738333**

e-mail: leanne.burns@hse.gsi.gov.uk

Any enquiries should be addressed to Dave Joyce, National Health, Safety & Environment Officer, quoting reference No. P15.

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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

TELECOMS

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BT Wholesale – Power Clerk Of Works (CoW) Transfer

The Union has been notified of the proposed transfer of Power Clerk of Works (CoW) function from Infrastructure and Energy into Power Field Engineering and the transfer of selected CWU grades from the Power CoWs and Power Field Engineering teams into the Power Solutions teams.

With effect from 1 December 2006 the CoW function will transfer from Power Solutions (NRGJ) to Power Field Engineering (NLT6). The rationale behind this decision is based upon the need to support delivery programmes (such as 21CN) with increased numbers of Power Planners and Power CoWs, to allow the future control of 21CN MSAN delivery to remain within BT rather than using external agents or contractors.

Attached for the information of Branches is a copy of the letter notifying the Union of the proposal. In reply the Union has queried the alternative of seeking volunteers in the first place and has raised the issue of power trained members who have been transferred recently to Openreach.

Brian Healy Assistant Secretary

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Accenture Learning - Adoption Policy

As a result the Union's discussions with Accenture Learning on family policies, it is proposed to increase the paid leave arrangement and to bring it in line with the Accenture Group. The effect of this is to increase the amount of paid leave from the equivalent of 14 weeks with full pay and 8 weeks SAP, to 26 weeks paid OAL on full base pay. There are no changes to unpaid leave arrangements.

Attached for the information of Branches is a copy of the proposed policy which it is hoped will be implemented shortly.

Brian Healy Assistant Secretary

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Accenture Learning - Maternity Policy

As a result the union's discussions with Accenture Learning on family policies, it is proposed to increase the arrangements for paid maternity leave and to bring it in line with the Accenture Group. The effect of this is to increase the amount of paid leave from the equivalent of 14 weeks with full pay and 8 weeks SMP, to 26 weeks paid OML on full base pay. There are no changes to unpaid leave arrangements.

Attached for the information of Branches is a copy of the proposed policy, which it is hoped will be implemented shortly.

Brian Healy Assistant Secretary

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One IT – Newstart Window

OneIT management has notified the Union that it will be running a Newstart programme in quarter 3 of the financial year.

This will open on Monday 2nd October and the specific points to note are:

- Applications open until 30th November
- Leaving date of 31st December to qualify for additional 10% payment
- Applications through People System, which is different to previous schemes.

In the subsequent discussion, management stated that the intention is retain a flat year end QPB and have the capacity to release 250 employees which would enable the headroom to recruit in areas of skill shortages over and above its own retraining programme.

Attached for the information of Branches is a copy of an internal briefing on the launch of Newstart.

Brian Healy Assistant Secretary

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Broadband Assurance – Customer Service Strategy

Subsequent to the report to Branches in LTB 604/2006, management are briefing or presenting the associated slides in team meetings. Branches may wish to be appraised of the full detail and the slides are attached. Discussions have continued at Director level and the Union awaits further detailed proposals.

Brian Healy Assistant Secretary

POSTAL

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Quadrant Catering Ltd Grievance Procedure

Reproduced below for the information of Branches is the Quadrant Grievance which has been ratified by the Postal Executive and is now in effect. This document supersedes the Grievance Procedure contained within the Quadrant 2003 Pay, Terms & Conditions Agreement.

Branches are requested to inform all representatives with Quadrant members as to the new agreement.

Any enquiries regarding this matter should be addressed to Terry Pullinger, Assistant Secretary quoting reference 302 or emailed to: dwyatt@cwu.org

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 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. 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

Tuesday 14th November 2006: An important lecture – to be delivered by John Monks – has been organised to take place on in the Attlee Room, Portcullis House at 8.00 p.m. The title of the lecture is "The Challenge of New Capitalism". For more information contact Norman Howard, Secretary of the Bevan Society, mailto: Norman.Howard1@Virgin.Net or **01932 849433**

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.