

**GENERAL****557** Equality & Diversity Mandatory Training for Branch Officials – North East**EQUAL OPPORTUNITIES****558** Harassment Complaints Database: Union Policy**559** Mandatory Equality & Diversity Training**HEALTH AND SAFETY**

No items this week

**TELECOMS**

No items this week

**POSTAL****560** Automation Utilisation – IMP Refurbishment/iLSM Projects**LETTERS TO BRANCHES**

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| <b>988</b> | 09/11/07 | National Meeting with Health and Safety Minister and HSE Principal Inspector for BT Group and Royal Mail Group on 22nd November at CWUHQ – Dave Joyce |
| <b>989</b> | 09/11/07 | Issues Arising from Meeting of Clerical Branches Held on 9 October 2007 – Glynis Winestein  |
| <b>990</b> | 12/11/07 | BT Global – Remote Sourcing of Clerical Work for Cambridge, Glasgow and Edinburgh – Glynis Winestein  |
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## GENERAL

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### Equality & Diversity Mandatory Training for Branch Officials – North East

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 East region:

**Wednesday 23rd January 2008** – Leeds

**Thursday 24th January 2008** – Newcastle

**Thursday 28th February 2008** – York

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**

## EQUAL OPPORTUNITIES

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### Harassment Complaints Database: Union Policy

Branches are again reminded of the need to fill in the Harassment Complaints Database (HCD) Forms, as illustrated in LTB 450/04.

Please ensure that all 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 regarding this paragraph please contact **Michèle Emerson** at CWU Head Office, 150 The Broadway, Wimbledon, London SW19 1RX.

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### Mandatory Equality & Diversity Training

Branch secretaries are requested to ensure that any person in their branch who has CWU rep responsibilities and has not yet completed their mandatory Equality & Diversity training are enrolled in the courses that are planned throughout the regions in the forthcoming months.

All reps must do the training – this includes divisional reps, area reps, unit reps and branch officers.

For clarification on dates please contact your regional secretary. The training has been running now for over three years and there are still a substantial number of reps who have not completed the training.

Your co-operation in this matter is greatly appreciated.  
Equal Opportunities Department.

## POSTAL

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### Automation Utilisation – IMP Refurbishment/iLSM Projects

Further to previous progress reports that have been provided to branches, divisional and area processing/distribution representatives a meeting took place with the business on 31st October 2007 to advise us of the current position regarding the above projects.

I have attached a copy of the slides from the meeting and detailed a short summary of the two projects for your information.

### IMP Refurbishment (Obsolescence) Project

The CWU at Leeds have confirmed that the trial that has been carried out had full involvement of the union and that no difficulties have been encountered.

The machine has now been returned to operational service, is performing well and continues to be used to train Royal Mail Engineers on the modifications etc. Weekly Automation Meetings are now being held which have proved beneficial to both the business and the local union and these will be continuing for the foreseeable future.

It is important for all of the representatives at the Mail Centres listed in the roll out plan to note the scheduled refurbishment timetable and we have been assured that notification will be given to any changes to the programme.

Local management should fully involve the CWU in this project and representatives who experience any negative response from management regarding their participation should bring this matter to the immediate attention of the Indoor Department.

## iLSM Project

The attached information provides a basic insight into the business' plan for this equipment however representatives are asked to note the projected timescale and the fact that negotiations have not yet commenced with the identified preferred supplier.

In addition although the current estimate is to purchase 130 iLSM the final decisions on numbers of machines and where they are sited will be made in conjunction with the compact Walk Sequencing Project.

Branches and representatives will be provided with further updates on these projects in due course as they progress.

All enquiries regarding the content of the above paragraph should be addressed to **Martin Collins** Assistant Secretary quoting **reference number L.530.05(f)**.

## EVENTS BULLETIN

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

**Friday 16th November 2007: CWU Disability & Special Needs Conference Social Event.** All those attending the conference are invited to a social event, which will be held at the The Prince of Wales Hotel, Lord Street, Southport PR8 1JS. Further information can be obtained from the **Equal Opportunities Department** or **dgittens@cwu.org**

**Saturday 17th November 2007: CWU Disability & Special Needs Conference.** The conference will be held in the The Prince of Wales Hotel, Lord Street, Southport PR8 1JS. Further information can be obtained from the **Equal Opportunities Department** or **dgittens@cwu.org**

**Saturday 17 November 2007: The Next Steps For The Left.** 10am – 4.30pm. To be held at Conway Hall, Red Lion Square, London WC1R 4RL. As the Labour Party leadership increasingly closes down and centralises control of political debate within the party, new social movements are forming to address the key issues facing the world. This

conference will focus on how the left within the Labour Party and trade unions can build a bridge between these new forces and our movement, both within this country and internationally. Speakers include Tony Benn, Katy Clark MP John McDonnell MP and more. For more information contact visit the **Labour Representation Committee** at [www.l-r-c.org.uk](http://www.l-r-c.org.uk)

**Saturday 17 November 2007: War, Truth and the Media Today.** Time: 2pm-6.30pm. London School of Economics, Aldwych, London WC2A 2AE. This half-day conference in London hosted by Media Workers Against the War brings together prominent journalists, academics and campaigners. It could not be more timely, with the war drums against Iran now beating ever louder. Speakers include: Tony Benn; Andrew Gilligan, sacked by the BBC; Moazzam Begg, illegally detained in Guantanamo Bay; Peter Wilby columnist for the Media Guardian, former editor of Independent on Sunday; Nick Davies, The Guardian; Michelle Stanistreet, president, National Union of Journalists; Sean Langan, BBC documentaries on Iraq and Afghanistan; Catherine Mayer, Time magazine, president Foreign Press Association 2003-2005; Sami Ramadani, political exile from Saddam's regime, senior lecturer London Metropolitan University; Phillip Knightley author of The First Casualty: The War Correspondent From the Crimea to Iraq; Amir Amirani, Iranian documentary maker and Andrew Murray, National Chair, Stop the War Coalition. Tickets £10/£7 concessions. Full details and buy online: <http://mwaw.net/conference/>

**Tuesday 20 November 2007 – Wednesday 21 November inclusive: CWU Union Learning Representatives National Workshop.** This will be the fourth national event for union learning representatives in the Communication Workers Union. There will be opportunities: To meet with other CWU union learning representatives, to attend specialist workshops, to hear from guest speakers, to learn about the latest CWU learning developments and to celebrate your achievements. To book your place please contact **Laura Wright** on **020 8971 7416** or **Michelle Simpson** on **020 8971 7340** or email [learn@cwu.org](mailto:learn@cwu.org) with your contact details.

**Thursday 22 November 2007: Don't Attack Iran Day for Students.** Details of activities around the country are being collated by the national Stop the War office. For example, the London colleges UCL, LSE, Goldsmiths and SOAS are organising co-ordinated die-ins with sirens and flares. Stop the War is asking every college in every locality to join this initiative. All information regarding the students' day of action should be forwarded to Stewart at the Stop the War national office, who is also available for advice etc to college groups

planning events on 22 November. If you wish to participate in the national Students' Don't Attack Iran day of action, Stewart can provide contact details for your college or university: Tel **020 7278 6694** or email [stewart@stopwar.org.uk](mailto:stewart@stopwar.org.uk)

**Saturday 24 November 2007: Iran National Day of Action.** With George Bush's threats against Iran mounting by the day, Stop the War is asking all of its local groups to organise Don't Attack Iran stalls and petitioning on Saturday 24 November. Stop the War has produced a special 'Don't Attack Iran' placard, designed by artist David Gentleman, for use on the day of action. See here for a picture and how to order: <http://tinyurl.com/22e2t8> If you would like to be involved contact the Stop the War national office for details of Stop the War groups in your area: Tel **020 7278 6694** or email [office@stopwar.org.uk](mailto:office@stopwar.org.uk).

**Wednesday 28 November 2007: End Israeli Occupation – Peace for All.** Lobby of Parliament 2 – 6 pm Westminster London. For more information contact **020 7832 1310** [wattg@caabu.org](mailto:wattg@caabu.org) or **020 7700 6192** [info@palestinecampaign.org](mailto:info@palestinecampaign.org)

**Friday 30 November 2007: Rhythms of Peace Concert.** 7pm at St James's Church, Piccadilly, London. A benefit concert for Stop the War Coalition on the eve of the World Against War International conference. Andrew Murray will introduce: Actors, Julie Christie, David Soul, Janet Suzman, Prunella Scales and Timothy West; Campaigning journalist, John Pilger; US comedian Dave Lippman; South African percussionist, Eugene Skeef; Novelists, Ahdaf Soueif and Haifa Zangana; Ex-Ambassador, Craig Murray; Mezzo soprano, Janet Shell; Pianist & composer, Keith Burstein; Cellist, Charles Watt; Musician, Dave Randall, (Slovo and Faithless); Lindsey German, Convenor of Stop the War Coalition; John Rees, Respect Party; Jeremy Corbyn MP and Kate Hudson, Chair of CND. Tickets £15 at <http://tinyurl.com/2htzjk> or phone **020 7278 6694** or by post, cheques made payable to 'Stop the War Coalition' and marked 'Rhythms of Peace'. Send to Stop the War Coalition, 27 Britannia Street, London WC1X 9JP.

**Saturday 1 December 2007: Most Important Conference Since Iraq War The World Against War.** Westminster Central Hall, London. 10:00am – 5:00pm. The World Against War Conference will be the most important international anti-war event since the invasion of Iraq. Speakers include: Broadcaster and comedian Mark Thomas, Tony Benn, Lindsey German from Stop the War and Craig Murray, former UK ambassador to Uzbekistan. For a full speakers list, go to <http://tinyurl.com/2d9whw> Already registered for the conference are representatives of the anti-war movements in Canada, the USA,

South Korea, Poland, the Czech Republic, Greece, Venezuela and many more. With so many delegates coming from across the world, we are in urgent need of accommodation. If you can offer accommodation, please email the **Stop the War** office or phone **Richard** on **0777 4936556**. This conference is open to all, whether delegates from organisations or individuals. Fee: National delegates £25, Local delegates £15, Individuals £10/£8. To book: <http://tinyurl.com/3cpum5> or phone **020 7278 6694** or by post, cheques made payable to 'Stop the War Coalition' and mark as 'World Against War Conference'. Send to Stop the War Coalition, 27 Britannia Street, London WC1X 9JP. If you are interested in forming part of a national CWU delegation to this conference, please contact **Stephen Bell** in the **General Secretary's Department** by **Wednesday, 28 November**.

**Monday 3rd December 2007: Eastern Regional Retired Members' Committee Meeting.** To be held in Community, Swinton House, 324 Gray's Inn Road, London WC1X 8DD at 11am. For more information contact **Nobby Clark**, Region Retired Members' Secretary on **07713 155575**.

**Wednesday 5 December 2007: Update on Equality Law – Are we Catching Up?** While we have travelled a long way in terms of equalities legislation recent reads. The complexity of discrimination legislation still make it very difficult to tackle the deep issues of inequality in the workplace. The conference will be of interest to trade unionists, employment lawyers, academics and students. Cost IER subscribers and members £75, Trade Unions £90 and Commercial £220. For more information contact the **IER** on **0151 702 6925** or email [office@ier.org.uk](mailto:office@ier.org.uk)

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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](mailto: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.*

**The Link** – branches and retired members are reminded that items for the December issue of The Link should be sent to The Editor – The Link, SDGS Department, 150 The Broadway, Wimbledon SW19 1RX by **noon Monday 3rd December 2007**.