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GENERAL

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Liaison Meetings with CWU Group MPs (1)

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

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Liaison Meetings with CWU Group MPs (2)

The first meeting with CWU Group MPs has now been arranged for the 2007 Parliamentary Session and, for your information, listed below is the date of that meeting and those nominated to attend:

20 February 2007

Maria Exall, Beryl Shepherd, Peter Keenleyside and a representative from the North West Regional Political Committee.
Billy Hayes
General Secretary

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Union Skills II Course – CWU HQ, Wimbledon

The Communication Workers Union has organised a Union Skills II Course, to be held at the Union's HQ in Wimbledon. This is a fully integrated course.

The course will be held from 12 – 16 March 2007

Please submit application forms as soon as possible.

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.

Branches are required to meet the cost of travelling and subsistence payments.

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 as soon as possible.

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**

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 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.

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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 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.

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Equality Conference Audit

Branches will be aware that those of you who have not sent a delegate to any of the CWU

Equality Conferences over a 3-year period have been written to asking for an explanation as to why this is the case.

The department thanks the many branch secretaries who have responded positively outlining plans to make progress in these areas. Those branch secretaries who have not replied to the letter will shortly be receiving a letter from the general secretary and we advise you all to get your replies in as soon as possible.

For your information the LGBT and Disability Conferences have been very well attended but there were still a considerable number of CWU branches who did not attend.

The Women's Conference and Black Workers' Conference have been advertised via LTBs and the *Voice* and we hope to see a marked increase in branches attending these conferences too.

Equal Opportunities Department.

TELECOMS

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NTL/Telewest: Proposed Install Outsource Notification Letters

Attached for the information of branches are the formal notification letters as requested by the union.

Currently, NTL/Telewest is working with the third party suppliers on documenting a source/reference document which will contain the conditions of employment.

This is slightly problematic in that much of the contract is technically non contractual and therefore not covered by TUPE however, the union has pressed for replication and if not, a suitable alternative. Good progress is being made and will be reported upon as soon as possible.

Please bring this to the attention of members that will not be taking VR and who intend to transfer under TUPE.

Brian Healy
Assistant Secretary

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BT Wholesale Networks:

Fault Volume Reduction

Discussions have taken place with Network & Vendor Management and their intent is to remove just over £30m (£2m from FVR activities) from the N&VM cost base.

There will be two phases and actual areas in scope for consideration are as follows:

Phase 1

- Process efficiency improvements and alarm handling process

Phase 2

- Reducing field visits by 20%, reducing customer reported core network fault volumes by 30%
- Embed FVR capability

The Phase 1 process can be broken down into:

- International Provision and BB DSLAM quality initiative
- International PC and Featurenet repair, Interconnect, IP Surveillance initiatives
- Featurenet Automation
- SMARTS Phase 1
- ANDES/D – Base Auto Routing
- SGMC Automation
- PEMP cost reduction.

As matters currently stand no sign off approval has been given for Phase 2 initiatives and this is not expected until January 2007 at the earliest.

Some of the Phase 1 initiatives have already commenced and of the total 86 savings proposed, 23 have been realised, with 15 people placed onto 21CN activity, 4 through Newstart and 2 FTE through not backfilling vacant posts within the unit.

It is forecast that due to the process improvements, some roles will disappear, whilst others will change in nature. Where members are displaced after the positive selection process has been applied, those freed up it is intended to transfer onto growth work, such as Managed Services, 21CN and growth products and services such as Featurenet, or to offer alternative options such as career corridors or Newstart.

Brian Healy
Assistant Secretary

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One IT: Data Centre Agility Appointment Roll-out Plan

Attached for the information of branches is the roll-out plan for the appointment process for One IT's Data Centre Agility.

Brian Healy
Assistant Secretary

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BT Wholesale Networks: Redeployee Update

Notice has been given of the intent to move all BTWN redeployees into a central Networks unit. It has been stated that this is in response to the views of redeployees over the past few weeks and in the focus groups management have run with the redeployees, it has been stated that it is better for them if their line manager has looking after them as their only priority which they believe will help them find suitable work.

In addition BT Wholesale has stated that it has to ensure the business continues to develop and as such many of the redeployees' line managers have significant operational responsibilities associated with driving BT forward (for example 21CN) and they have admitted that in some cases they are unable to provide the level of specialist and time support the redeployees need.

So, in order to maximise the chances of suitable appointment and based on experience over the last few months BT Wholesale believe they are confident that where redeployees

are assigned to line managers who are able to devote frequent time to their cases, they move through the redeployee process faster. It also gives greater opportunity to upskill the managers to become specialists in handling the redeployee process and to understand their particular needs.

The aim additionally will be to demonstrate that time and priority should be allocated to finding resolution to their redeployment position in addition to any short term project work they may be completing. Therefore, BT Wholesale will be introducing time recording mechanisms and, for redeployees in the NRF, objectives based on the work that they are given. The actual objectives are not formed at this stage but the general theme is as follows: For managers who are redeployees their objectives will be split between project/ assignment-specific objectives which will be determined by the individual along with their client. There will also be objectives relating to the resolution of their redeployee status – around applying for jobs, seeking feedback on non selection, acting on it, updating CV, undertaking development etc.

For CWU grades, BT Wholesale are looking at ensuring work activity that they do on their projects are recorded so that management can help and offer support as required. Further objective details are being worked on and once they are firmed these will be the subject of further consultation with the union.

On the issue regarding recording, they will not be recording anything on NJR. They will however be recording things on Change Manager in order that BT Wholesale Network can "bill" the client they do work for. Time spent at interviews etc. will also be booked in order that management can get some evidence on the optimum job search times.

Neither of these will be a significant change to the current redeployees; the majority already complete NJR timesheets, and the NRF resource already have objectives.

The consistent application of time recording is to ensure that all redeployees have sufficient time each week to work with their new line managers and progress towards new roles.

Brian Healy
Assistant Secretary

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 for 11 am. Screenings showing at Renoir Cinema, Brunswick Square, London WC1. Nearest tube Russell Square. Tickets cost £7.00, concessions £5.00. Discount to annual members £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).

Thursday 7 December 2006: CWU Justice for Agency Workers Briefing – Scottish Parliament. To be held at Committee Room 4, Scottish Parliament Building, Holyrood, Edinburgh at 3.00pm – 3.30pm. We have formally written to all MSPs inviting them to the event and we are urging branch activists to make every effort to attend. For more information contact **Sally Bridge** on sabridge@cwu.org

Tuesday 23 January 2007: The Problem of Intimacy: Trade Unions and Labour Governments. 18.00. House of Commons, Portcullis House, Westminster. This seminar will look at the changing relationships between the trade union movement and post-war Labour governments. What can be learnt about union-government relations today? What are the prospects for tomorrow? Speakers: Nina Fishman (University of Westminster), Geoffrey Goodman, John Cole, Chair: Hywel Francis MP. The event is free to attend. For more information and to book a place email events@unions21.org.uk

Saturday 3 February 2007: CWU Black Workers Conference. The conference will take place at the Novotel Bristol Hotel, Bristol BS1 6HY. There will be a social event at the Novotel Bristol Hotel on Friday 2 February 2007 details will be circulated nearer the time. For more information contact the **Equal Opportunities Department** quoting reference **1.50.2**, email dgittens@cwu.org

Thursday 28 February 2007: CWU Youth Conference. Will be held at CWU Headquarters. For more information contact **Carmel McCudden** at cmccudden@cwu.org

Thursday 8 March 2007: TUC International Women's Day Celebration. To be held at Congress House, Great Russell Street, London, WC1B 3LS. Each year, the TUC organises an evening reception to mark International Women's Day. The opportunity is used to remember our past achievements and reaffirm our commitment to go much further. The event is for trade unionists (women in particular, although men are welcome) and representatives from partner organisations. The reception is ideal for learning more about the global struggle for women's rights, networking and having fun. For more information contact **Aisha Latif**, Project Assistant, EU & International Relations Department – Tel: **020 7467 1239**; Fax: **020 7467 1343**; or alatif@tuc.org.uk

24 March – 7 April: 2007: Anti-Fascist Fortnight. Delivering Hope not Hate. The CWU are pleased to bring to branches attention details of the Anti-Fascist Fortnight, which is a campaign to show our opposition to the BNP. The campaign is being orchestrated by Searchlight. For more information contact

Dionne Gittens on **020 8971 7356** or
dgittens@cwu.org

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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.

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**