



South East Central

Annual Report
2012/13



In Confidence for South East Central CWU members

Contents

<u>Title</u>	<u>Author</u>	<u>Page</u>
Chairs Report	Dave Kauffman	3
Obituary List		4
Political Report	Di Hill	5
Assistant Secretary West Report	Pete Francis	7
Financial Secretary Report	Steve Taylor	7
Assistant Secretary East Report	Steve Taylor	8
Branch Secretary Report	Chris Power	10
Equality Report	Di Hill	13
TUC First Women	Di Hill	14
Safety Co-ordinator Report	George Hannah	15
Safety Quiz	George Hannah	17
Women's Report	Di Hill	18
Union Learning Co-ord Report	Steve Taylor	19
Digital Photo Comp winners	Steve Taylor	21
Current point of contacts		22
Meeting Dates		23



Picture on front cover is an entry from our digital photo competition. Although it did not win a category, we decided it was too good to ignore and put it on the cover to give some recognition to Tom Foot, the photographer.

The views expressed in this annual report are personal to the author concerned and may not be the view of the branch. This report is “in confidence” and is meant for CWU South East Central members only.

Chairs Report



Dave Kauffman

I would like to thank all the Branch officials and the committee for their support during 2012. Anyone wishing to take a more active role in the branch please contact myself and we can have a chat about how that may be achieved. I would like to offer you all a 'Happy New Year' on behalf of the Branch as we march on into 2013.

I would like to report, to the branch, that I have been dealing with a number of disciplines during the last year, and we currently have three Employment Tribunal cases under review. Most disciplines that are run, are mainly for, Attendance,

Performance or on Safety related issues

Any One Who Is Identified For A Discipline Please Contact The Branch ASAP, as it could make all the difference

I know and understand your issues, as I have been contacted by several members and they have expressed their displeasure at the way Openreach are treating their employees

at the moment. Many do not like the policy's that Openreach are currently using to run the business, in what many see as a bullying culture, something akin to the experience that our BT Retail colleagues suffered in the past. Which is not something the engineering side have had to deal with before.

I say to you, that to make a difference you have to stand together and to start the

“...a bullying culture”

shout; you have to use the company's own policies against them. Everyone has the right to take out a grievance against their employer

if they feel they are being mistreated and I believe things will only change when the grievance's start piling up on the desks of the managers. If you are unsure how this process works please ask a branch official for advice

Away from the issue of Discipline, I know that Contractual OverTime (COT) has been one of the major problems for Engineers to deal with. Please look at the Branch Web site for further updates and on Letters To Branches (LTB's).

What is the CWU doing about COT? I can advise the branch that, by the end of March 2013, 2240 more engineers will have been seconded or recruited into Openreach. It is obvious that some of these people will take a while to get up to speed and to become effective. But it is a leap forward in that the company have recognised their shortfall in resource, the cost to the business in using contractors and the cost to the business of forcing through COT.

What about Openreach's performance, well let's face it, if the senior managers where measured in the same way as CWU members, they would all be on improvement plans for under perfor-



The Cool Wall

mance. Managers have a dashboard of measures to work to and in the spirit of “Top Gear” I suspect they would be on the Cool wall under Seriously Un Cool at present, as they have so many measures in the RED.

However, performance is a serious issue but most managers don’t seem to be able to find anything except, “work faster” as a coaching

plan. This type of coaching plan is unacceptable, as this may well lead to compromising the onsite risk assessments that are done by Engineers in their daily work. Managers have a responsibility to show people where they can improve and how to do it. Performance is about a basket of measures, it is about right first time, and it is not just about productivity percentages.

So the work goes on, at all levels of the CWU, to confront BT on your issues and I am sure that if the CWU was not there, then our terms and conditions would be substantially less than we enjoy today.

Finally, I would like to thank you, the members, for your support throughout the year and should I be re-elected to the post of Chairperson, I promise to do my utmost for you all

Obituary List

Every year we, sadly, compile the list of members who have died during the year and this year unfortunately we had another death whilst in service. Although not everything, the Death Benefits were paid to the relatives and we hope that it eased their burden during this sad period.

Lawrence Hurst
 Sam Sanderson
 Cecil Gearing
 Janet Grierson (in service)
 John Lindars
 George Smith
 Leslie Coleman
 Brian Haslam

Although the death benefit is not a huge amount (£716), please make sure that your membership details are up to date, so there is no delay in passing it to your loved ones.



Political Report—Di Hill



TUC March for the Alternative October 20th 2012:

Over 1,000 CWU members marched in London against the cuts for “A Future that works”. It was a wonderful day, a good turn out from the South East, with Unions united and although we are not such a big Union now we looked impressive with our CWU banners and sweatshirts. Beryl Shepherd, our President, gave an excellent speech at the Hyde Park rally.

The Olympics and Paralympics were a huge success and it should be remembered that without Tony Blair and Ken Livingston, London would not have won them.

Postal campaign: A new campaign was launched on December 4th and an Early Day Motion (6th) is growing with cross party support. The new campaign is to

save the Universal service and stop privatisation.

Ofcom has allowed the introduction of delivery competition with no safeguards for the Universal service, the regulator by allowing “cherry picking” of Towns and Cities and big businesses is a threat to the Royal Mail providing that service. Postal workers day 17th December received good coverage this has been created in the hope of making it an annual event to promote the postal worker and the need to keep a Universal service.

Education: Michael Gove (Minister) has said all schools will be Academies by 2015 and to make sure this happens he has taken OFSTED and made it an arm of the Government instead of being an independent body. These are being run by various Companies who like to see a good profit!!! They are GIVEN

schools that belong to us the taxpayers to make money from our children’s education and if they fail they are given back to us to pick up the pieces! Free schools can now set up in offices, warehouse, basically anywhere without planning permission!!!

Food banks are being set up in most Towns and Cities and many Soup kitchens are reporting that they now have families turning up, which they have not experienced before. When the

“...all schools will become Academies”

Universal credit comes in in April many people will fall below the poverty line.

Police Commissioners, what a shambles! The average turnout, for the vote, was 14% and the Tories are saying any Trade union vote under 50% should be invalid! They are again coming for our hard fought for, workplace rights, piece by piece. The only workers rights Cameron can’t touch at present is the European ones; paid holidays, health and safety, equal treatment for part-time workers and women, protection when a

business is sold off, and a voice at work. Tory ideology...

The Localism Act has meant that the Councils can pass the homeless people over to Agencies, not their problem. Remember the film "Cathy come home" where the Government had to be shamed into looking after the homeless! Ken Loach really captured how poverty destroys people, in a recent interview with the Guardian he quoted the words of the American trade unionist Joe Hill: "Don't mourn, organise". This was the message at a recent CWU political event "Raising the game" at Unison HQ's in Euston. All the affiliated unions are beginning to make political plans and to increase membership of the Labour Party. Outside Speakers were Jon Cruddas MP, Michael Conarty MP, Angela Eagle and Harriet Harman. This was a good, much needed event where the Regions gave

account of their political work and aspirations.

I attended the Labour Party Conference in September with the CWU delegation, there were some very good speeches and debates.

Seems like this Coalition Government really has lost touch with the people, when a cabinet, where two thirds are multi-millionaires can say "we're all in it together" beggars belief!!!. The cabinet reshuffle sees Millionaire David Laws, who stole thousands of pounds, of our money, over 3 years, by claiming rent and bills for his partners' property... back in the Cabinet, would we get away with that? I don't think so! Cleggy well!!!

This is the slowest economic recovery in a hundred years, they don't listen to us the trade unions, we marched to try and stop them rolling back the State. Tory ideology propped up by the LibDems.

Multi-millionaires gave thousands of pounds to the Conservatives within hours of Mr Osborne's decision to cut the higher tax from 50p to 45p.

There are County Council elections in May. Tolpud-



“...we’re all in this together”

dle Martyrs Festival 2013 is 19th -21st July.

For more info regarding this report please contact me at

Dianne.hill1@btinternet.com



Cathy Come Home. Past or present?

Assistant Secretary West



Pete Francis

The past 12 months have been very exciting with an ever increasing workload at the Sevenoaks site. There is an increasing Operate presence, at Sevenoaks, as well as a very high profile Retail team, but it is the Global services teams which have given us extra emphases.

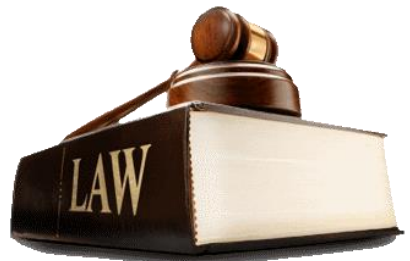
The financial situation the group faces is well known, and with cost cutting as a solution it this that has been the main focus of attention facing our members. Together with the

secretary and chair, we as a team, have been in negotiations with management regarding attendance changes, loss of allowances, grading, as well as individual disciplinary and grievance matters. The management style though has improved on the site which is one shining light, however, we are facing a testing time with more attendance changes, suggested by management, are still ongoing.

I believe this next coming year will be even more challenging than the last and will take up an ever increasing amount of time, but hopefully we can work together to make the year a good one for all our members.

On a personal note, currently I am attending an “Employment

Law” diploma course, with the CWU college at Alvescot, near Oxford. This is a 4 x 1 week residential course and so far has been thoroughly enjoyable and I am hoping to use my extra knowledge to help our members further with any legal issues and Employment Tribunal matters. Thanks to the branch in allowing me to attend this training and helping to financially support my attendance.



Financial Secretary Report

Without publishing our bank accounts in this report, I can report that the branches finances are still in good shape. There has been a lot of expenditure on mileage due to the fact that Chris and myself do work outside the branch, but this is reclaimed either via HQ or the region.

At the time of this going to publication, the accounts are waiting to be audited and a full break down will be given at the AGM. Please feel free to ask questions.

Assistant Secretary East

As a branch assistant secretary my roles within the branch are wide and varied, from robustly challenging a discipline case to updating the website, and meeting with General Managers to producing this annual report. This year has been no exception, but there just seems to have been more to be done in less time which often means burning the midnight oil, something our members on performance plans can't fallback onto.

I will not cover all of the meetings with the Senior Operational Managers (SOM's) that I have attended as most of the outcomes will be covered in the Chair and Secretaries reports. However, there has been a worrying increase in performance and sick management cases, so look at the advice in how to deal with

them on page 9 in this review.

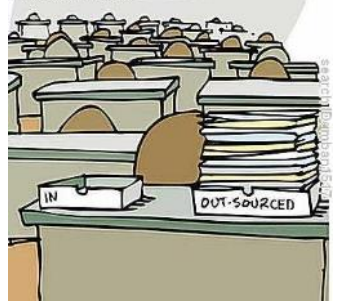
In our two service management centres in Brighton & Tunbridge Wells, we have set up and held meetings with the SOM's which no doubt will improve the situations at both sites. Both sites have been faced with a re-grading issue which has been dragging on for ages. In October the Brighton site was finally sorted, with the result of a few people being put on Pay and pension protection, but Tunbridge Wells is still waiting until April 1st for a comprehensive answer. Number Portability has reduced vastly in size, with the majority of the work off-shored to India and are currently being trained in NGA. This off-shoring seemed to go against the agreement to bring work back into the

UK and was highlighted to the Openreach National Negotiating Team.

In recruitment, we have attended many events in sites of the highest football, being offices and stores

© Original Artist
Reproduction rights obtainable from
www.CartoonStock.com

© Mike Baskin / Cartoonist



hubs. We go to these events to recruit members, listen to existing member's issues, check your membership details (i.e. is your death benefit going to your divorced partner?) and normally we take your blood



Steve Taylor at CWU Annual Conference 2012

pressure too as a health check. If you should see posters of these events do try and come to them, as we normally give away a few freebies and they are all well attended, except the Hastings area, is there a reason for this?

In regards to health, the cases of deafness and tinnitus claims caused by the amplifier oscillator sets are rising steadily. The latest

Oú est Hastings?

figures we have is that we have 98 cases on the books of which 17 have been satisfactorily been concluded, with the average damages award of over £6,500 (as of 19th December). Should you want to make a claim please ring the helpline on 0800 804 6674 or check our website link at cwusec.org.uk

With my branch duties, I also have regional duties too. I am currently the specific point of contact for BT Estates and Procurement & Supply Chain in the South East. These involve regional meetings with the various management chains and they both seem to be going places, a good news story at last. BT Estates have been given a budget for improving buildings and there has been some uplift in our BT buildings, however, there are many exchanges out there that haven't seen a paintbrush in decades. BT have shown their commitment to these improvements by taking back control of Monterey and we wait for

the next budget for improvements. A few years ago, it looked like BT was about to outsource its logistics, but have since had a change of mind and is now looking to expand it. This year, the mobile testers became not so mobile and there are still a few issues in regards to the static sites they have been given. The new testers, in which we have long waited for, have still yet to materialise!

Advice Corner

I often get asked, what is the Bradford Factor? and the answer is simple if you understand equations! $B = S^2 \times D$ in English that equates to, The Bradford Factor = Amount of absences x amount of absences x amount of days off in total. So if we took an example of 3 absences in the year, 2 days, 3 days and 4 days. This would equate to the following $B = 3 \times 3 \times 9$, therefore $B = 81$.

Here endeth the maths lesson.

BT's current trigger is 100, so in the above example the person should not be put on a warning, but should there be a further absence the discipline procedure would be triggered. If you get into this situation and your manager invites you to a meeting saying, "it's nothing to worry about", please worry, **worry a lot**, and do not go to any meetings without a union rep with you.

In regards to performance, your manager should be having lots of chats with you in regards to your performance so there should be no shocks. However, if your manager says you need to improve your performance, they should be giving you advice in how to improve and not just telling you to "do more!" This is an ideal opportunity to getting some coaching, on things that you are not certain about, so think about what you might need, prior to going in the meeting. If you cannot possibly get any more done, ask for a coach to visit you over a period of many days, to see if they can

Branch Secretary Report



Chris Power

It is now approaching some 18 years (where did the time go?) since my time started as a Trade Union representative for the BT Group of companies, and the Telecoms sector in general, and there certainly have been some changes. BT group has gone from around 250,000 in 1989 to around 80,000 today, and Union membership has also fallen due to that drop. However, other companies such as Virgin Media, Vodafone, and other Telecoms providers have sprung up to provide services, and we have held fairly stable as a CWU Branch at around 1000 members for the last year, not only from BT Group, but also these companies and providers associated with the Telecoms sector.

The branch has some good activists, and a full range of

officers whom take time to assist the membership in issues they face both individually and collectively in regard to the employer, and to all my fellow officers and Branch Committee members, my thanks to you for your support over the last year.

From a personal perspective I took part in **MOVEMBER** month (See top left photo) which is where a moustache is nurtured from clean shaven at the start of the month, to raise finances and awareness of Testicular and Prostate cancer, (all light hearted) and we are thinking of running a Branch event on that basis in 2013. Be good to have a load of members join in?

BRANCH ORGANISING &



Recruitment event at Withdean

RECRUITMENT

The Branch finished the year with 1015 employed members, and around 100+ retired members. This is the best figure for some while, and reflects the work being done by the officers of this Branch on recruitment.

Within BT plc, at least twice a year all the Stores Hubs (Hove, Tunbridge Wells and Hastings) within the Branch area are visited with our pull up recruitment banners, and freebies are given out to encourage people coming along. Probably around 50 new members have been attracted to this Branch in this manner over the last year.

Major sites such as Sevenoaks, Withdean TE and Kempdown buildings in Brighton, Tunbridge Wells

TEC/TE have all been visited. Recruitment of new members is so important to the Branch, and when an AGM agrees expenditure for recruitment it is money well spent.

This will all continue in the New Year. Part of the recruitment also involves encouraging new activists, especially seeking youth, female, ethnic minority members to become more involved, as these areas are underrepresented. The first step is to come to a Union meeting and consider joining the Branch Committee

No emphasis was placed on businesses such as Virgin Media, American Express Call centre, or Vodaphone last year, due to workloads, and this is something we are hopeful to address in 2013. Any members wishing to take more of a part in the Union please call the Branch and hopefully we could set up a recruitment campaign in YOUR Company!

BRANCH GENERAL MEETINGS

During 2012 we had four General meetings in total around the branch area.

Meeting attendance ranged from the normal Dozen or so to the 50's depending on issues at the time. Venues were Brighton, Tunbridge Wells and Sevenoaks, where we held the meeting at 5pm for the first time, due to the large amount of members that finish work around the 4.00-5.00pm mark. It was a really successful meeting, with the GLOBAL Services National CWU Officer Colin O'Callaghan in attendance. Food was marvellous too, and the meeting attracted over 50 members and is a type of meeting (Early) which we will do again. All meeting dates for 2013 are advertised within this Annual report.

BRANCH

COMMITTEE MEETINGS

The Branch Committee is an interface between the General (All members) meeting, and the Officers of the Union, and more so discusses strategic direction of the Branch, and issues that cannot be taken to a General meeting quickly enough. During the last year our Youth officer and activist moved on to pastures green, and several members left the Committee due to retirement or promotion which leaves the Committee predominantly male- and over 50!!! Not really reflective of our membership which is 20% female, and much more diverse ethnicity background of us, the members.

We are always looking for new members to join the Committee and take the Branch in new directions. So come along to the AGM and say hello.

Three meetings during 2012 were held, as the January 2013 meeting was cancelled as there was no principal Officers available. We represent members within 9 different companies in the Branch, and we could debate issues of those compa-

**Join the Branch
committee.**



Sevenoaks General Meeting

nies in a more knowledgeable way if the Committee had delegates from those companies in attendance too.

I would like to thank all Officers and Committee members for their help during the year,

BT Group Companies

Branch Chair Dave Kauffman is the lead for Openreach for the Branch. However a major part of Openreach Service delivery is the Production Management unit (Workflow control) in Brighton Withdean. With the usual call for reduction in staff, and continual re-jigging of the controls it has been a tough year. Attendances have been, and will always be an area the company wants to meet on, and we are governed by the Service Delivery Transformation agreement agreed by members in 2009.

The other areas that I cover are Supply Chain, where I sit on the CWU National team which is elected to take the workload off the National Executive. Supply Chain is going through a major change, on the basis of building itself as a Supply mechanism which not only serve BT Group companies, but also companies outside of BT. It's a very exciting time, with the position that possible the Hubs

organisation can take on extra work, therefore taking on additional staff.

BT Technology Services and Operations (BTSO)

has been having its issues over the last year. Predominantly with surplus staff to maintain the Financial bottom line. To this end the Organisation has been scrutinising itself looking at attendances, locations of its workers and the type of work that is done. Negotiations at National level continue.

Sevenoaks is one of the biggest sites in the country for ***GLOBAL Services***, and our membership is well over 100 members and growing, and a large credit for this should go to the site rep Pete Francis who, by knowing what actually goes on at

“It’s a very exciting time.”

ground level, the site is, together with other Senior Officers of the Branch, able to negotiate with good local knowledge, and this is a real strength for us as CWU reps at the site. Attendance patterns, grading issues and resource levels have all been, and are in the process of negotiations.

Conclusion

Our Branch continues to attain representatives of real high quality in my opinion, and we always respond to members issues as quickly as we can. Sometimes members become disgruntled about issue that are not only outside the grasp of the Branch, but also of the Union as a whole. This should not detract from the position that we must all stand together, as with the economic climate showing signs that it will be around for a few more years yet- there is no other alternative to standing together, united, both as a Branch and a National Union, to combat any threat that the employer thrusts upon us. United we stand

Equality Report

LGBT Conference raised many issues one being the Olympics and Paralympics how only 20 out of 10,000 competitors were openly gay, when between 3-8 % of the population are gay one wonders if they are afraid to come out. Football has the same problems.

The issue of more than 100 free schools being set up many being faith/religious schools which are discriminative towards gay people, a coalition Government not interested in state or comprehensive education or diversity. Our taxes are paying for them. Good to see that the European Court of Human Rights ruled against the Registrar who refused to perform a civil ceremony.

Black Workers Conference was mainly around football, kick racism out of football. One of the main speakers was Luther Blissett ex Watford and England footballer who criticised the FA for

being too slow to resolve the John Terry and Anton Ferdinand incident. Luther spoke of his career and the verbal racist abuse he had taken over the years.

Under the new Personal Independence Payments which is to replace the DLA (Disability Living Allowance) over half of the 3.5 m claimants will either lose all or part of their payment. The majority are unfit for work so will be pushed into poverty.

We now have Tories with one main reason for leaving the EU. The Working Time Directive, Equality and Diversity, they will take all of our Employment protection rights if we let them.

The branch meetings on proportionality with the General Secretary, Equality and Education Officers are now taking place around the Country, this is the CWU taking equality seriously



Di Hill

and hopefully this will result in more diverse activists coming forward (see vacancy on page)

London Pride is 21st -28th July

Brighton Pride is 3rd and 4th August 2013

If you would like more information or would like to get involved please contact me.

Dianne.hill1@btinternet.com
07747193133
Di Hill



TUC First Women

1923 Margaret Bondfield

Margaret Bondfield (1873-



First TUC Woman Chair

1953) was born in the West Country, had very little education and at the age of 14 she was given a job in a drapers shop in Western Road, Brighton (where her name can be seen in many places around the Town). She joined the National Union of Shop Assistants and on moving to London she became the Assistant Secretary of her Union. In 1899, she was the only woman delegate to the Trades Union Congress, be-

coming its first woman chairman in 1923. She was also elected a Labour Party member of the House of Commons one of the first women in Parliament in 1923. Re-elected in 1929, she became Minister of labour in Ramsey MacDonald's Government. She was the first Woman in the British Cabinet. After the war she retired to Tunbridge Wells where Bondfield Close and a plaque on the house commemorate where she lived. She died in 1953

2013 Frances O'Grady

in Sanderstead.

Frances O'Grady was born in Oxford, her Grandfather was the founder of the Irish T&G Union and her Father a shop steward at Leyland, Cowley. She studied politics and modern history at Manchester University. Frances

worked as a researcher for the TGWU focusing on Equality. Moving to the TUC in 1994, she headed the TUC's Organisation department in 1999, re-organising the local skills projects into UnionLearn, which now helps a quarter of a million workers into learning every year. As Deputy General Secretary from 2003, she has led on industrial policy, the NHS and the Olympics.

Frances will be the first women TUC General Secretary in its 144 year history. Billy Hayes CWU General Secretary congratulating Frances said "This is the best decision for the TUC, Frances has our full confidence and will be a fantastic secretary."



First Woman Secretary of the TUC

Safety Co-ordinator Report



George Hannah

Here we are at the beginning of another annual report, firstly I would like to thank all the USR's for their hard work throughout the past year, especially Di Hill for keeping the dates for meetings straight in my head. This past year we have had to say farewell to some of the branch's USR's, I would like to give my best wishes to Steve Deeley, I hope things go well, Terry Gilbert, enjoying retirement and Nick Smith, "lang may yer lums reek".

(editorial note: George sometimes comes out with some incompressible Glaswegian sayings, so answers on a post card if you know what he means).

The branch has had its share of accidents this year, most-

ly slips, trips and falls but there were also other incidents that were quite worrying. We had steps on travelling ladders collapsing and road traffic incidents. One of the most worrying events of the year resulted in an engineer being dismissed even though there was no accident or injury. Without wanting to go into too much detail there were some safety failings, which led to the discipline. It is worth noting that at least one piece of faulty equipment impacted on the case which, in my view, is a management failing as the engineers are being pushed so hard for productivity that they are not given the time to make sure faulty equipment is either repaired or replaced.

With all this in mind, each engineer working out in the road must be aware that the managers know what the engineers are expected to do and what the safety standards

are, and how they should be behaving to adhere to company policy and the law. I think what I am really trying to say is that when any engineer is working on the highway, roadway or pavement, then they must follow all the processes i.e. wear a high vis jacket, helmet, safety footwear, guard the box, road works guarding and so on. If any of these things are incorrect that engineer is leaving him/herself open to discipline. Likewise if any of the engineers equipment, footway box key, PPE, roller, is faulty they should contact their manager to arrange a replacement immediately. I hate to keep repeating myself but you are responsible for your own safety and the safety of anyone that may be affected by the work you are doing this is the law and has been since 1974.



Parking Crisis at Heathfield?

There have also been a number of acoustic shock incidents within our branch area. It worries me that these incidents seem to be becoming more common again and the people involved are suffering real pain. A concern for me, is the fact that the managers are not involving the USRs in the investigation of these incidents which means that there is no



balanced view as to what went wrong. Although this report is about health & safety there is also the government's

attitude to health and safety regulation that we should be aware of. Since the election and formation of the coalition the politicians have been speaking of the burden of H&S regulation on business and their insistence that we live in a compensation culture. They commissioned Professor Ragnar E Löfstedt to review health & safety in this country hoping that he would find a multitude of rules that could be swept aside unfortunately Professor Lofstedt found that the H&S laws were about right.

This did not sit well with the Tory led government, so much so that they are still insisting that there is far too much of a burden on business from health & safety laws. As reported in the Daily Telegraph, on the 3rd of January, David Cameron stated "Schools needed to do more to equip children with skills to help them succeed in business. "The Prime Minister cited health and safety regulations as one of the reasons behind a lower number of companies offering work experience placements, and told the

audience this was "very, very bad news".

The Prime Minister seems quite happy to ignore the fact that the H&S regulations in the UK are there to protect workers and the general public from hazards that they face daily and are in all workplaces, but are more likely to cause injury or illness if the employer has no regulation.

Well that is enough of a rant, may I wish you all a happy, prosperous and safe new year.

Be safe, George

Vacancy

Do you want to become part of the branch committee, we are looking for the following types of people to reflect our membership:

Under 30
Female
Diverse Ethnicity

Failing that, just being able to turn up and contribute will be enough.



Health & Safety Quiz, Just for Fun

Health and safety, over the past few years, has become misunderstood and seen as a burden.

Here is a short quiz to see show that really health & safety is, more often than not, common sense.

Q1. If your chip pan catches fire, what does the Fire Brigade recommend to extinguish it?

1. Pour water on it
2. Throw it out of the window
3. Cover it with a damp cloth
4. Use it for browning your toast

Q2. How often should smoke alarms, in the home, be tested?

1. Never
2. Three monthly
3. Weekly
4. Annually

Q3. What does this symbol (X) mean when seen on a product in the home?

1. Toxic
2. Harmful
3. Corrosive
4. Your pools entry

Q4. How many legs should your computer chair have?

1. 4

2. 5
3. 6
4. 7

Q5. Where should your Computer Screen be placed?

1. Anywhere that it can fit on the desk
2. Out of the way of any other office equipment
3. On a book to raise it to the correct height
4. Directly in front of the user

Q6. What is the name of BT's stress management tool?

1. Stress buster
2. Lake
3. Stream
4. River

Q7. What is the first thing an engineer should do before starting a task?

1. Make a cuppa
2. Set up any guarding
3. Contact their manager
4. Risk assessment

Q8. What is the penalty if caught using a hand held mobile phone while driving?

1. £60 fine and three points on your li-

2. cense
£30 fine and three points on your li cense
3. It's ok to use your phone because everyone
4. £90 fine and six points on your li-cense

Q9. Ricketts is a disease associated with a deficiency of which vitamin?

1. Vitamin A
2. Vitamin B
3. Vitamin C
4. Vitamin D

Q10. Which would constitute a near miss?

1. An incident that resulted in an injury
2. An incident that resulted in damage to property
3. An incident that could have caused injury or damage but didn't
4. None of the above

Women's Report

At the Joint women's meeting in December with the London Women's region we had the film "Provoked" which was the film of a book about a Royal Mail worker who killed her husband after suffering years of abuse. She was eventually released from prison on a technicality. It was a very moving film, especially as the woman is one of our members working in Heathrow. It is sad that it has taken the brutal rape and murder of a young Indian woman to raise the issue of rape in India. It has been accepted that it happens; when it does it's the woman's fault as women are in many parts of India second-class citizens still.

TUC has a new General Secretary Francis O'Grady. Francis will be good for the trade union movement, 9 years ago when she was elected as deputy secretary, we, the S.E. and London women's Region invited her to CWU headquarters for our International Women's day event, it was one of her first speeches, but we all knew she would lead the TUC, a real person from a working class background, who raised two children on her own, she knows the issues because she's experienced them. Frances had a standing ovation at the Labour Party Women's Conference where we had near-

ly 800 women.

Women's groups fought for the family allowance/ child benefit to be paid to the mother, because even if the

**“....a real person
from a
working class
background”**

Father earns over £50,000 doesn't mean he looks after his children. The Tory/ Libdems have missed the point completely. This is unfair and will be a nightmare to administer!!!

The 2010 Comprehensive spending review announced £34 billion of public funding cuts by 2012-13. A total of £14.9 billion of cuts per year have been made to tax credits, benefits and pay and pensions. 74% of this has come from women's incomes and the 2012 budget will see a further £10 billion of welfare cuts by 2016-17. As women use and work in public services more than men they will again be hit the hardest. Sure start centres are having their budgets cut to fund Clegg's "early intervention grant" or are being closed down, 281 closed last year. Violence against women and trafficking services have been cut in most areas between 30-40%, these are vital ser-

vices.

The Cabinet reshuffle saw less women in positions, we saw Caroline Spelman lose Environment as too old 54 in came Owen Patterson 56!!! We may have the vote but do we really have equality?

Purple = Dignity
White = Purity
Green = Hope

If you would like to get involved in any way or would like more information, please contact me.



Dianne.hill1@btinternet.com
07747193133/01892702809

International Women's Day
March 8th.

Union Learning Co-ordinator

Last year I reported that we had purchased 10 laptops to use for education purposes but had not yet opened up an education room. On May 4th we opened the education room in Withead telephone exchange with a fanfare. Billy Hayes the general secretary of the CWU, Joe McDavid the Openreach HR Director and Tom Wilson TUC Union Learn Director were all in attendance at the opening. Such was the occasion it was reported in *"The Voice"*, *"Communique"* and *"The Learning Rep"*.

It's such a wonderful thing having a marvellous asset of the education room but it's no use unless we use it. We have run various

"lunchtime learning" events on a variety of Fridays with the most popular being the genealogy events which gave members a glimpse into the past. However, I have been looking into getting a MiFi, or an equivalent, which will al-

low up to 5 devices be connected to the internet at one time, which will enable us to be mobile. Watch the notice boards and your emails for an event near you soon.

We have also run excel courses, website creation for free courses, digital photograph manipulation and we have also run a digital photography competition. The photo competition caught us unaware with well over 200 photographs being entered and congratulations must go to the winning photographer Jamie Weeks. Look out for next year's photo competition. During the year I became chair of the South East Regional Learning committee, and with that role came other



Tom Wilson thought he would get the last sandwich at the opening event

responsibilities. Every year there is a Union Learning Rep (ULR) networking event and this year it was at York. At these networking events there are several workshops in which the ULR's attend, and we, the South East, had to run one of the workshops. The workshop we ran was on how to support new ULR's which is very pertinent to our branch as we only have two ULR's. As a branch we are looking for more ULR's, so if you are interested in

helping people and in education look for our advert on below. Training will be given.

Also at York, BT sent a representative to the meeting and I took the opportunity into asking them a question in the open forum. I said, I would like to see, BT sponsoring employees, at least in part, for academic education that doesn't involve telecoms (for that's what they tend to do at the

moment) to recognise the transferable skills gained that the company benefit from too. The HR representative was sympathetic to my request and promised a follow up meeting.

Union Learning Reps **WANTED**

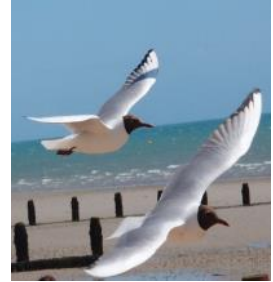


**ALL TRAINING GIVEN
APPLY VIA BRANCH**

2012 Digital Photo Competition Winners



Overall Winner of the digital photography competition and Winner of the "Action" category .
Jamie Weeks



Overall 2nd place and Winner of the "Animals" category
Ian Osbon



Overall 3rd place and Winner of the "Industrial Landscape" category
Jerry White



Winner of the "Natural Landscape" category
Ian Osbon



Winner of the "People" category
Chris Laing

Winner of the "Telecoms" category
Ian Osbon



You'll notice that Ian managed to get 3 photo's into winning positions. Well done Ian!

South East Central

Current Points of Contact For 2012

Branch Secretary :	Chris Power 01273 565771 07850 840581 cwu.sec.br@btinternet.com
Branch Chairperson :	David Kauffman 01892 552948 07850 815644 cwu.sec.tw@btinternet.com
Financial Secretary: (Asst Sec West & ULR)	Steve Taylor 01273 542280 07918 147211 cwu.sec.finsec@btinternet.com
Branch Assist Sec West	Peter Francis cwu.sec.assistsec@btinternet.com
Branch Safety Co-Ord:	George Hannah 07802 231134 sec.safety1@btinternet.com
Branch Safety West:	Steve Taylor
Branch safety East:	Vacant
Women's Officer: (Political & Equality)	Di Hill 07747193133 dianne.hill1@btinternet.com
Youth Officer:	Vacant
Retired Members Sec	Dave Lomakin via cwu.sec.br@btinternet.com

Committee Members 2012

(other than officers on previous page)

Dennis Noble
Nick Smith
Dave Tully

Steve Turner
Mick Bains
Nick Martienssen

Ray Moon
Ian Belton

General Meeting Dates for 2013/14

Members of the South East Central branch are advised that
the following meetings are open to all members :

General Meeting	Wed, May 15 th 2013	Brighton
General Meeting	Wed, September 4 th 2013	Sevenoaks
General Meeting	Wed, November 6 th 2013	Tunbridge Wells
AGM 2014	Wed, February 19 th 2014	Brighton

Meeting venues will be advised closer to the time.

SPECIAL Meetings may be called to address urgent issues
Please also consult the Branch website on www.cwusec.org.uk

Committee members are advised that the following meetings are open to
committee members:

Committee Meeting	Tues, April 2 nd 2013	Uckfield Civic Centre
Committee Meeting	Tues, July 2 nd 2013	Uckfield Civic Centre
Committee Meeting	Tues, October 1 st 2013	Uckfield Civic Centre
Committee Meeting	Tues, January 7 th 2014	Uckfield Civic Centre

ALL MEETINGS COMMENCE 7.30 AND LAST 2 HOURS

South East Central Branch

Annual General Meeting

And election of officers

Tuesday 19th February 2012 at 19:30

In the Royal Wells Hotel, Tunbridge Wells TN4 8BE



There will be a buffet and a drink on the Branch at the meeting for all members who attend. If anyone requires transportation, can they please contact either of the Branch offices.