



GREGGS MEMBERS AT THE BFAWU CONFERENCE BRIDLINGTON 2009

Greggs workers from Bakeries and Shops come together to represent their members at the Bakers Food and Allied Workers Union annual conference held in June in Bridlington 2009. This is where delegates debate motions on a wide variety of topics. These topics are generally the concerns of day to day life, Health and Safety, legal issues and changes to our union rule book. This is also where motions are put forward to be taken to the T.U.C. and the Labour Party conferences, where it can raise the awareness with the hope pressure can be applied to make changes. Conference is a time for serious work, because the delegates have been elected to represent their regions and voice opinions, and must decide by voting which motions are carried or fall. It is also a great time for the delegates

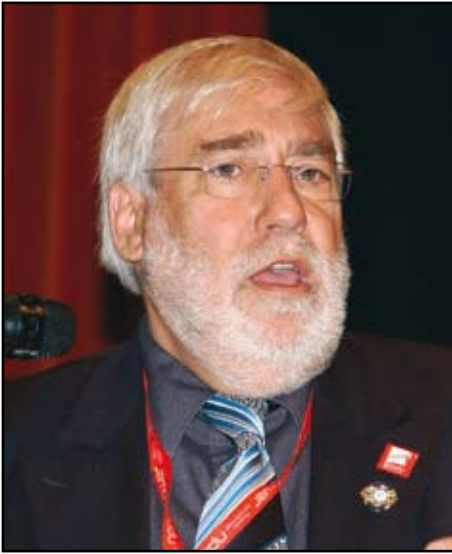
from all the different employers to network. Then in the evenings sponsored events take place in conference hall where delegates can enjoy a light bite to eat along with liquid refreshments. For the energetic there is usually a disco or band to dance or listen to.

The BFAWU is proud to have Greggs employees as members, we are grateful for all the hard work they do throughout the year. It must be said that through a good working partnership with Greggs we are able to succeed in improving the relationship between all those concerned. This has been achieved by Greggs employees that become members of the B.F.A.W.U. which Greggs wholeheartedly endorse.

Frank Loveday No: 1 Organising Regional Secretary

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EDITOR'S NOTES



NEW REGIONAL SYSTEM

Annual Conference decisions mean the biggest shake up in the union for many decades. The abolition of Districts and the move to a Regional structure is a major change. But like any other change it is only of value if it delivers. Delivers what? The main driving force behind the change-part of a process that includes the new membership system-is to deliver better, quicker and more valued service to the members. And we need to know if that is happening, if not why not and how we can improve on the improvements. So your involvement is essential to this. It is obviously nice to know what we are getting right. But it is equally important-indeed probably more important-to know what we are either getting wrong or missing out on.

Whilst it will obviously take time for the new Regional system to bed down-and members may well see no difference at first-we should not need to wait any trial period to ensure change is bedded in. If things are not working lets deal with them now rather than let any quirks bed in and become that much more difficult to eradicate later.

Greater flexibility

One aim of the change is greater flexibility of the Union to react to members concerns and problems. And as the recession bites there are a growing number of those. The debate on how this happens is only just beginning. And you are an essential part of that debate. Having changed the basis of our structure and laid the foundation for the future, we

need now to start building the future. The debate now is around how many Regions we need and how many paid Officials to service the members in those Regions. Also, how many Executive Council members should there be to ensure proper reporting back and democratic scrutiny? These questions cannot be decided behind closed doors and in secrecy. It will only meet your needs if it is debated in the open and with the fullest participation of the membership. Regional Councils have a role to play here but so have you the member-either thorough your Branch or directly.

So please let us have your thoughts and ideas.

TRAINING BOOST

Training of activists is a central and important part of our work. We aim to ensure, through our training programme, the best possible activists to represent the membership at site level. The union is in the process of re-launching our training programme. The Stewards Training programme has been rewritten to take account of legislative changes. We are launching an induction training programme aimed a maximising union membership at site level as part of our 100% membership drive. On top of that we are re-introducing our Pension Trustees training course-given the attacks on Pension Funds this is a timely move. And we are introducing our own Union Learner Representatives training course's aimed at improving our service in the whole area of membership development.

Big mistake

Recession is a time when companies normally cut back on training. That is a big mistake-and one we are not going to make ourselves. So extra resources are being found to enhance and expand the training of our activists as part of our aim to ensure a first class service to our members. And we do that through enhancing and expanding our training programme.

The Union recognises what a difficult task it is for reps at site level. That is why we encourage participation on our bespoke training courses. They are specifically tailored to what Stewards, Safety Reps and Learner Reps need for their jobs and want for success.

That is why each course ends with an assessment form for you to tells us what we can do better and what you feel you need to accomplish your role. We aim to train for success, to make our site reps confident in their role and successful in the difficult road they have chosen to go down.

Training is about YOU

And if you can't fit into the current programme let us know and we shall try to accommodate your needs in another way. Training is about you not the trainer. You may have a problem with shift patterns; with family responsibilities; with child care; with other activities. We need to know that so we can attempt to fit your training round your availability.

There is a lot of talent out there for the union to tap into and we need to recognise the barriers before we can break them down. Again your help is needed in identifying exactly what those barriers are and in suggestions as to the solutions.

Training is an essential part of our role and we shall ensure it is protected from the ravages of recession-and by doing so give an example to employers who may be thinking that cuts to the training budget is an easy answer. It most definitely is not.

COUNTDOWN

The clock is ticking faster and faster towards the next general election. It seems a conservative victory is assured and the only question is the size of the majority. Why should we care? After all we have survived Tory Governments before and will do so again. What does it matter to us if we simply have to batten the hatches down for a few years until we see another Tory Government thrown out? If only it was that simple.

Having just mentioned education we will see an immediate effect on our education programme from a conservative victory. Looking for savage spending cuts the Union Learning Fund is an easy and tempting target. One I fear the Tories will not be able to resist. So all those thousands we have helped in the past-and those we hope to assist in the future-will be sacrificed on the alter of spending cuts. All the good work carried out by Union Learner Reps in partnership with

employers will be swept away. What a price to pay.

There will be other areas of spending cuts that will affect our members in a very serious way. Yet it needn't be so. If only the alternative is explained and fought for. The problem is that the government is like a rabbit caught in the headlights. Paralysed from taking a different direction and condemned to be knocked down in the middle of the road. Fighting old battles and previous elections! With no radical alternatives to put forward. If the election is to be fought on who can cut spending the most then Labour is doomed to failure. For they can never compete with the Sweeny Todd approach of the Tories!

Instead of trying to out-cut the Tories the case should be being made much more forcibly for the need to invest at a time of recession, not cutting and making things worse. That debate should start now unless the election is to be given up as lost already.

Urgent

Our Union has outlined before the areas that need urgent addressing. Even if this Government only looked at one area and area they say they are concerned about then the debate would move on. Start by freeing local councils in their need to build affordable housing to tackle the chronic housing shortage in the country. Thus easing the crisis felt by young people seeking their own home; putting unemployed building workers back to work-thus increasing tax and NI receipts and cutting unemployment bills; and generally stimulating the economy. And how to 'pay for it'? What about recouping the trillions of pounds given to Banks who are now turning in profits-and paying out bonuses again.

Or how about rebuilding the country's infrastructure-schools, hospitals and road/rail investment; giving a boost to manufacturing and supporting green technology.

Pie in the sky? Maybe! But there is an alternative to gloom, doom and cuts. For, rest assured, if cuts come it won't be the rich who suffer but working people who rely on the services that will be targeted for those cuts. And that would be a avoidable tragedy that will once again take decades to recover from, with all the human misery that would entail.

Hope to hear from you.

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MWR's Joanna McClean talks about pre-nuptial agreements

The future of pre-nuptial agreements

Contrary to popular belief, pre-nuptial agreements are not legally recognised in England and Wales and are not enforceable by the courts under law. However, the situation could be set to change for the first time following a landmark Court of Appeal decision in the recent case of *Radmacher v Granatino* [2010]. In this case the parties had entered into a legally binding German pre-nuptial agreement. The Court of Appeal overturned an earlier High Court ruling which provided for the husband to receive a settlement of £5.85 million despite previously agreeing not to make any claims upon his wealthy heiress wife. The ruling sets a legal precedent as for the first time the court placed considerable weight on the agreement when deciding an appropriate settlement.

So what is a pre-nuptial agreement?

A pre-nuptial agreement is simply a contract entered into by the parties to a forthcoming marriage to decide what will become of their respective assets if the marriage fails. Technically, there is no reason why a couple couldn't enter into a pre-nuptial agreement and amicably divide their assets in accordance with it if they divorced. Problems arise however, when one party no longer wishes to be bound by the terms of a pre-nuptial agreement, perhaps because like Mr Granatino their financial circumstances have changed for the worst since the agreement was entered into. The parties would then be forced to make an application to the court to resolve the financial dispute.

Why are pre-nuptial agreements not enforceable?

Pre-nuptial agreements do not feature in our existing matrimonial laws because, from a traditional family law perspective, future planning for a possible separation was seen to be damaging to the institution of marriage. Thus agreements which recognised the potential for a marriage to fail were void. It was also considered contrary to public policy for parties to a marriage to make agreements which prevented the court from exercising its statutory powers in relation to financial settlements.



Rather depressingly, times have changed and with two out of five marriages in England and Wales ending in divorce it is perhaps not unreasonable for couples to give thought to the possibility of the marriage going wrong. This is particularly so where:

- both parties are very wealthy;
- one party has considerably more wealth than the other;
- one or both parties has children from a previous relationship they want to provide for; or
- where the parties are foreign nationals currently living in England/Wales who have entered into a legally recognised agreement in their home state which they seek to enforce.

There have been a number of cases over the last few years where pre-nuptial agreements have been brought before the court in an attempt to persuade it to move away from the principle of equal sharing which forms the start point in most cases. There is still no provision for pre-nuptial agreements in statute and this will remain the case until the law changes and parliament formally legislates on the subject. The Law Commission is preparing a report on the issue which is expected to be published in 2012. In the meantime, while the status of pre-nuptial agreements remains in legal limbo, the *Radmacher v Granatino* case has given a very strong indication that the courts want to recognise pre-nuptial agreements and will now be inclined to regard them as binding unless there are compelling reasons not to do so.

If you need more information and advice on any aspect of family law speak to an expert at MWR Solicitors today in strictest confidence. Call 01772 254201 or visit www.mwrlaw.com



NATIONAL PRESIDENT RONNIE DRAPER WRITES

CHALLENGE

Usually when conference finishes there is a great sigh of relief if the workload inherited is not too great. If you can tie up any loose ends very quickly and put new rules into practice immediately. But this year it is much different.

The executive set a challenge at every meeting to support much needed change and to go for growth if we were to continue as an independent trade union. We called on branches, activists and full time colleagues to come up with innovative motions to debate at conference that would seek to protect our future and I have to say we were not let down.

I am pleased to say that all the motions that would make a real difference were carried and they will set the workload for the coming year. Whilst we have acceptance of these difficult motions, the hard work starts from now on. We need to debate and, yes, cajole people into change that is both meaningful and sustainable.

The executive have said consistently, that we want change through debate and hopefully consensus opinion. We will embrace all the stakeholders not only in the need for change but how we manage that change, but we have to be clear that debate does not equal the power of veto. Change will happen not to massage anyone's ego, but because it is necessary.

MOVING THE MOUNTAIN

We have a mountain to move but move it we must. Conference took the brave decision to move the union to a more modern regional structure that is more

in keeping with a modern day trade union, but that is only the start. We need to discuss the number of regions that the union needs, what roles people will perform within those regions and how big the national executive will be.

But as I have said on many previous occasions, structure is only one composite part of our future. We have to get the organising side of our business right. Recruitment and retention has to play a greater role than it does today. More resources, both human and financial, have to be put forward and we have to encourage more activists to become involved in the quest for new members. If you would like to become involved in helping to recruit new members from other sites then contact your regional secretary or drop me a line at head office?

INPUT OF NEW DELEGATES

Another great outcome of this year's conference was the input of many of the new delegates and the role they played in its success. Year after year we have the fantastic contributions of people like Pat Rowley who inspires young people to participate at all levels, but if I was to pick out an individual who really stood out it would be Godson Azu from Greggs of Twickenham. Godson, a first time delegate to conference made many passionate speeches that belied his debutant status and had many people commenting on the quality of his input.

I hope he took inspiration from the camaraderie he would have experienced in Bridlington and that he puts that to good use both at branch and regional level in our quest to grow?

Much of our debate revolved around the global recession and its effect on working people. We debated the greedy bankers, nationalisation and world poverty, dwindling pension funds, fuel prices and crime. All aspects that have hit and will continue to hit our members in their pockets and the one consistent theme is that we have little or no say over them.

JUMPING ON THE BANDWAGON

But despite all of these downward pressures on some of the lowest paid workers in industry, we are now seeing companies jumping on the recession bandwagon. Companies looking to erode the terms and conditions of our members, not to protect the well being of the company, but as a ludicrous attack fuelled by peoples fear.

Whilst people have had their savings eroded, some unscrupulous employers are using the recession as a tool to rid themselves of long established workplace agreements, to arbitrarily undermine contracts and to freeze pay, not because the company is performing poorly, but because they have the gift horse of fear abounding at the present time were job security is at an all time low.

We have to get back to an honest approach to negotiations. If change is necessary for the survival of the company then we want to be involved, but instigating change as a sign of the times has to stop. It would be interesting to see how many of these companies will re-institute the benefits cut once the recession is over? I suspect not too many and that points to cuts for company profit not company survival?

FAREWELL AND THANKS

Finally, conference bade an official farewell to three great characters who served the executive council tirelessly for many years. I had the opportunity to personally thank both Bill Morris and Ken Pritchard for their years of participation, but unfortunately Brian Scarth who was the second longest serving member of the present executive was not in Bridlington. They have all been and I sure will continue to be stalwarts of the BFAWU and I am sure you will join me in wishing them every success in the future.

Ronnie Draper

ULF UPDATE by Dorban Ippoma, National ULF Project Manager



PICKING UP THE PACE OF LEARNING

Dorban Ippoma, National Project Manager

It is very clear by the response from employers towards the learning agenda and ULRs, that many of them now embrace learning in some form across the sites. Although overall outcomes may be down on previous funding terms, the positive outlook is as encouraging as ever due to employers working in partnership with ULRs and the Learning Services. At this moment in time, Warburton's is a great example in leading the way in engaging the learning agenda through their support of workplace learning centres, which has been exceptional. This positive outlook is very encouraging for the future sustainability

of the learning agenda and ULRs, but we still need to work hard to ensure that all employers we engage have the same foresight, input and encouragement that will assist the continuing development of the ULF project and ULRs. Therefore, my Staff, ULRs and I will continue to engage the employer, to organise, to structure and to promote learning so that we are able to enhance our learning agenda further and maintain our position as one of the most developing ULF projects across the country. I will continue to seek alternative funding to assist the union in the provisions needed if or when such a time funding was to cease and hopefully alleviate any financial burden on the union. I'm sure that at this present time of financial unrest and the pressures of the credit crunch, many organisations have been hit very hard, and our union is no different. However, I believe that if I am allowed to prepare, organise, structure and develop the project in the necessary way, any hurdles put before us, can be overcome. By working with our excellent ULRs we have achieved a great deal in regards to raising the profile of the ULR role and union and if we wish to continue to structure a learning agenda that can be sustained beyond funding, it is vital we do this sooner rather than later. If this is not done, and the political situation changes with the Tories gaining power, we may run the risk of losing all that we have created, which would be sad especially after all of the hard work done by our ULRs. If there is a chance that the Tories gain power and dispose of the Union Learning Fund, then it is vital that we begin the process of putting in place a contingency plan to overcome this prediction now. Unfortunately, the long term future of our learning agenda is in the hands of others, but if we plan and structure now whilst we have funding in place, this will allow us to determine our own fate and not leave it to the bureaucrats in Whitehall. So let's keep the pace of our learning agenda moving forward and continue to build on what we have achieved and will achieve for many years to come.

HELP FOR HEROES CHARITY FUN DAY AND AUCTION EVENING By Derek Kennedy



It gave me great pleasure in organising a charity Fun Day and auction evening supporting the Help for Heroes charity which was achieved in just six weeks. We were able to acquire two barrels of beer, which were kindly donated by MWR and Watkins and Gunn Solicitors. The day was attended by Ben Parkinson (pictured), who was severely wounded whilst on active duty in Afghanistan. We auctioned signed shirts from Scott Quinnell and Doncaster Rugby Club in the evening and raised approximately £1,200, which was excellent considering the time frame. Great achievement by all involved and I would like to thank those that attended.

Derek Kennedy

*Ex-Army Derek Kennedy & Chris Benham 2nd Queens Regiment
With Ben Parkinson Parachute Regiment*

WHAT IS VAISAKHI?

**By Branch Secretary, Baljeet Singh Gill,
Premier Foods, Hovis, Erith**

Vaisakhi is the Sikh New Year and is the holiest day of the calendar for over 20 million Sikhs worldwide. It is celebrated on 13 April each year. On this day in 1699, Sikhism was born as a collective faith. Guru Gobind Singh Ji, the 10th Master of the Sikhs, initiated the Sikhs as the Khalsa or the pure and sincere. He bound the Sikhs to a strict code of conduct and, with unshorn hair, beard and turban, gave the Sikhs a distinct identity. Sikh employees of Hovis, Erith and the management committee of the Sikh temple Erith would like to give a special thank you to the Management team at Premier Foods Hovis who have generously donated funds and for their support. The Sikh employees at the Bakery have been celebrating this festival for the past 15 years. Every year prayers are made for the long term prosperity and job security of the employees and for the continual success of the business. This prayer (Akhand Path) takes 3 days to complete, on completion of the service sacramental food is served to everyone. Food from the Sikh Temple Erith is served to all the employees at Hovis, Erith. By allowing us to celebrate this holy festival in such a fashion we believe this helps to promote our faith and to engage our culture with the rest of the multicultural

community.

Who is Guru Gobind Singh Ji?

At the time of Guru Gobind Singh Ji, Sikhs were being persecuted and killed for their faith and for what they believed in. History teaches that whenever tyranny, oppression and suffering run riot in the world, God sends a true saint to see justice prevail. Guru Ji's followers would come to him and tell him of the injustices they were facing at the hands of Mughal soldiers, how they were being robbed, assaulted and how their children and families were being slaughtered before their very eyes. Having listened to and watched the misery of his followers, Guru Ji decided that the only way to resolve such pain was to form themselves into a fighting force and defend their faith. At the time of the spring festival of Vaisakhi in 1699, Guru Gobind Singh Ji called all the Sikhs to Anandpur Sahib. He made them realise that they had the power within themselves to stand upright and fend for their religion and beliefs. He, along with all the other Guru's all came to the world to make us aware of the kindness and unity of Waheguru and to rid the world of hate, prejudice and fear and to learn to live in harmony with our brothers and sisters.



repeated his question, "Is there any one of you who will give his head to prove his faith in me?" the crowd were astonished at such a request. Then, one man came forward, Daya Ram, the Guru took him into his tent. There was a thud, and the Guru returned with a blood stained sword. The gathered crowd was terrified on his arrival; he asked the question again "Is there any other true Sikh of mine who will willingly offer his head?" Nobody dared to reply. Guru Ji repeated his call a second and third time. Then Dharam Das came forward prepared to die for his religion, the same thing happened again, a thud was heard and people saw a stream of blood coming from the tent. Guru Ji then reappeared and asked for another Sikh who was prepared to give his head for his faith, at this point the crowd were terrified, and some started to walk away. But, even so Mokham Chand walked forward and offered his head. In the same fashion, two others, Sahib Chand and Himmat Rai placed their heads at the Guru's feet. Everyone thought the Guru had killed the five men and some thought he had gone mad, but after the fifth man, the Guru returned walking alongside all the five men. They were dressed in yellow robes just like his own. Sri Guru Gobind Singh Ji named them the Panj Piare they were to be the first members of a new group. The celebration of Vaisakhi takes the form of continuous reading of the Sikh Scripture, the Guru Granth Sahib Ji, over a period of three days. That is followed by the recitation of sacred hymns. The service ends with a final prayer for the good and well-being of the whole of humanity, and the serving of sacramental food. The message of Vaisakhi has particular relevance today in multi-cultural and multi-faith Britain. Vaisakhi promotes friendship and mutual respect as the way forward. This is consistent with the command of Guru Gobind Singh Ji: "Consider the whole of humanity as one, we are all children of the One God."



Hovis Employees visit the Erith Sikh Temple



Employees at Premier Foods, Hovis, Erith enjoying food from the Sikh Temple

ULR CONFERENCE 2009

By Frank Loveday

Regional Organiser Region 1



The ULR learning conferences are still relatively new, and up until this year have been held in the north. It was good to see the event take place in the capital city at the Britannia International Hotel Docklands London. I was pleased to be asked to chair this prestigious event especially as I have helped to encourage learning within our region. Of the conference, again it has to be echoed the comments made by National President Ronnie Draper “how do you better that” It was simply faultless perfect timing, with the right balance of interest, information, entertainment and fun for everyone. The venue, the facilities, the accommodation, the guest speakers, and the quality of the food were the icing on the cake. Speakers included Scott Quinnel from Welsh Rugby and Michael Bradley from the GFTU to name a few. We must not forget the most important thing about this conference is the ULRs. You are the people that throughout the year help to bring about the results that change so many peoples’ lives, by giving them the help and support they need to open and improve their ability and knowledge. It is a time to recognise you and the learners’ achievements and pay tribute to you all. In summing up, I congratulate all of you who are learning no matter what the outcome. Remember it’s a team effort so I thank all the learners, the ULRS, all the Project workers and learning staff, for delivering an excellence first class Conference year on year. Finally it is a privilege to be given the opportunity to Chair this event, and I have been asked to Chair next years event if it’s in London again, so I guess I was OK.

Frank Loveday, Regional 1 Organiser

ULR DYSLEXIA TRAINING – MANOR BAKERIES, CARLTON

The BFAWU project is working in partnership with the DORE Institute with the aim of raising dyslexia awareness among ULRs. ULRs Lucy Dunn and Sheila Hymens from Manor Bakeries and Janet Goodwin learning services were invited to undertake the balance test training at the DORE Institute. This method of training will enable ULRs and learning staff to support employees at Manor Carlton who undertake the ACE Dyslexia Screener as part of a pilot being run in all Union Learning Funded projects. The DORE Institute is a new partner and the project will be working closely with Scott Quinnell, which for those of you who attended the ULR Conference in London this year, will undoubtedly remember from his thoroughly enjoyable and heartfelt presentation to conference. The project will continue to seek partners that offer a new outlook to our learning agenda with the aim of supporting employees with learning difficulties in the workplace so that they will be able to participate in mainstream learning. This method of training will be offered to more ULRs who wish to participate and will be incorporated into our diversity development. If you wish to know more regarding the training please contact Derek Kennedy 07793909316, Dellkenn53@yahoo.co.uk

Top right: Lucy Dunn and Sheila Hymens from Manor Bakeries and Janet Goodwin, learning services, undertaking the balance test training at the DORE Institute

Bottom right: Scott Quinnell, DORE Institute



MY VIEW OF BFAWU CONFERENCE 2009

by Paul Lague, Branch Secretary & ULR - Branch 553, Region 5

This was my first BFAWU National Conference since getting elected as Branch Secretary and although I have been to several ULR conferences' this was completely different. It was a steep learning curve to understand what was going on at conference, but I have to say I enjoyed it immensely.

The debates covered a varied range of subjects from workers rights to the structure of our Union. My original intention was to sit back and learn how it all worked, seeing as it was my first time. However, the debates were interesting and when I read the agenda there were several topics that I feel strongly about so I worked out what I was going to say and spoke on six motions at conference! Not bad for my first attempt as all the motions that I spoke on went through as carried. Obviously this is not just down to me but to all of us that supported these motions and the power of democracy being used correctly.

To be honest the first time I stood up to speak at the rostrum I was terrified. You'd think it would be easier than giving a speech like I did at the Wigan ULR conference a few years ago but, if anything, I was more nervous than ever. By the time I had spoken about the last motion I was less nervous, which can only be a good thing for my confidence in general.

I have learned a few things, which I intend to put into practice as a Branch Secretary and made some useful contacts and good friends. Many of the leaflets and handouts I collected will give my members something to think about as to how we can help them and also help advertise what we do to the non-members in my company. Obviously I would like to improve our membership levels as the more members we have the stronger each branch is for collective bargaining and it strengthens the union as a whole too.

The conference was easier for me I think too than other delegates, purely because I live in Bridlington and didn't have to travel from afar. I was very impressed too by the number of different ethnic and religious groups present at conference; it proves just how much we are a multi-cultural Union and country and it is great to see people working together for the benefit of all regardless of creed or colour.

All in all I had a great time, learned more about my role in the union and I definitely intend to be there next year. Hope to see you there!



Top right: Paul Lague on the BFAWU ULR stand

Bottom right: Ronnie Draper, Paul Lague & Joe Marino, National Conference Bridlington June 09

NIACE LEARNING AT WORK AWARD

Massive congratulations to Phoebe Hall from Gunstones Bakery in Dronfield who won the NIACE learning at work award for Yorkshire and Humber. This was an overwhelming achievement for Phoebe who received her award at The University of Sheffield on the 13th May, along with a colleague, George Furniss, who received a certificate for his determination and hard work. Phoebe was then invited along to London where Niace continued the celebrations on the 15th at the Elizabeth II Conference Centre. NIACE's Royal Patron, Her Royal Highness the Princess Royal, attended the National Awards Ceremony which was hosted by Phillipa Forrester.

Phoebes Story

What learning have you completed and why did you wish to improve your literacy?

Phoebe: When the learning centre opened at Gunstones Bakery where I have worked for over 12 years on a production line, I decided to give it a go and sign up on a literacy course. I had a very negative experience at school. I did not like the teachers and felt they did not like me. No help was given when I was struggling with writing, spelling and reading so I stopped asking for help. Sometimes I couldn't even read posters and signs and

struggled with filling in forms and felt uncomfortable to ask others for help. I thought it would be interesting to learn again and grabbed the chance. I am very grateful to our ULRs at Gunstones and Chesterfield College for offering basic literacy and numeracy classes. Obviously I was also a little bit scared how I would get on with the tutor and other members of the group, but I had no need to worry. The tutor Sarah Marsden from Chesterfield College is excellent, she is very understanding but almost demanding in a good way, pushing me too my limit and inspired me to improve. She is MAGIC!! After I passed my first exam I was on top of the world, what an achievement! Now I am working towards my level 2 in literacy and I hope to achieve this by the end of June 2009

Tell us about your achievements and how your learning has made a difference in your life

My life has changed only for the better, my confidence has grown. I do not rely on my friends and family to help me fill out important forms or read information, I am now independent. My family share with me my success and are very happy about my achievements. Improved reading skills are bringing my family together in regards to being able to read stories to my



grandchildren I never thought I would be able to do this, I'm getting so much pleasure from doing this with them. I am grateful for the chance to do the course and sometimes I attend classes in my own free time, just to learn and achieve more, it's becoming like an addiction. I have met some nice people in the group and we are all working towards the same goals. It feels great! I am also trying my best to encourage others to join the classes as I am proof of what you can do with a little help and have now become an active ULR.

What does learning mean to you?

I am only sorry I didn't start earlier! What I would say to others who are not confident enough to start learning later in their life – Give it a go, whatever your level is, don't be scared, everyone is so supportive and helpful. Learning opens a new door to opportunities you never thought you could even think of before. Adult learning is so different from school; it is only up to you to remove the barriers. Sign up to learning! Your life can only get better.

Phoebe Hall, ULR Northern Foods, Gunstones

SIX BOOK CHALLENGE PRESENTATION EVENING

Thirty-nine employees at the Warburton's Bolton and Variety sites recently completed the Six Book Challenge. They were invited to a presentation evening at the Grosvenor Restaurant in Bolton Community College, which was attended by Carol Bannerman (Bolton Community College Principal) who opened the evening, David Kendall (Project Manager of the Six Book Challenge), who gave a short presentation, and David Warburton (HR manager at Warburton's) who presented the certificates and vouchers from Costa Coffee, the official sponsor of the national campaign and prize draw.

David Kendall said: "The Six Book Challenge is a practical way to introduce reading to people who have not read a book for a considerable number of years or perhaps have never read a book before. People are often surprised about how much they enjoy reading, and the positive effects of the Six Book Challenge can be felt by the whole family as young children can be supported with reading tasks from school. It is often the case that readers come from families that read, so by promoting the challenge to adults, young people and children will also benefit."

Lisa Hamblett, a receptionist at Warburton's, took part in the challenge after deciding she wanted to start reading regularly with her daughter. She said: "I never used to read much at home, but after completing the Six Book Challenge I realised how much I like reading and how enjoyable it can be as a family. I now read regularly with my six year old daughter and take her to the library to get her into the reading habit early. It's lovely to see her learning new words and sharing stories with her".

Everyone who completed the challenge from Warburton's was entered into a prize draw. The winners were as follows: Lisa Hamblett £50, Lorna Lomas £30, Andrew McCarthy £10, Dean Naylor £10, Keith Bailey £10, Gary Swimby £20, Ian Gregory £10, Elaine Howarth £10. Special prize went to Brian Powell £20 for reading the most books.

Dorban Ippoma Project Manager said. "It has been excellent how our ULRs and sites have endorsed the Six Book Challenge and once again our ULRs have been instrumental in making this a success across our learning agenda, well done to you all"

SIX DART CHALLENGE AT WARBURTON'S BOLTON

The recent Six Book Challenge has proved to be very popular at Warburton's Bolton and Variety plants. So much so, that they took this a step further and during Adult Learner Week held a Six Dart Challenge, in conjunction with Bolton Community College in order to promote the numeracy courses on offer. They held three sessions at each site in order to ensure that all staff had the opportunity to join in and win the prizes that were available. The challenge involved answering quiz questions based upon the game of darts and then throwing six darts. The person with the most correct answers and highest total score won the prize. Fifty people took part in this challenge but the eventual winner was Joe McSherry who won £20 worth of gift vouchers. Well done to everyone who took part. Dorban Ippoma Project Manager said, "This is excellent, seeing our ULRs encouraging learning by using people's hobbies and interest in sport. It makes learning fun and is different, enabling many learners to become involved who may not have otherwise participated. If I had to score it, I'd give it 180!"

UNION LEARNING REPRESENTATIVES CONFERENCE 2010

The BFAWU Learning Services Team is in the process of organising their sixth ULR Conference. At present we are anticipating the event will take place around February/March 2010, but we are still waiting for official confirmation of the venue and dates.

As usual, Conference will begin on the Friday evening at 5.30pm and run through to around midday on Sunday and will follow a similar format to that of our previous conferences. There will be presentations from key speakers and external organisations as well as informative workshops for delegates to attend. Accommodation has been arranged for both Friday and Saturday evenings and all meals are included. A special Gala Dinner with entertainment is planned for the Saturday night.

As there is a restriction on numbers, it is important that ULRs and those wishing to attend register their interest as soon as possible by filling in the interest slip below and returning back to the address given below. Once this slip has been received, an application form and pack will be sent out which will detail the exact dates of the conference. Please make sure that the Branch Secretary has been informed of your interest, as he/she may need to secure you time off to attend. I would like potential applicants to note that it is our priority to fill places with a predominantly ULR delegation. Places for Union Staff, Branch Secretaries and Learning Partners will be determined once this demand has been established.

Please contact the Learning Services Team on 0208 885 7346 if you require further assistance.

The BFAWU Learning Services Team looks forward to seeing you early next year!

Christina Christou
BFAWU National ULF Project Coordinator & Events Organiser
Tel: 07834930001
cmchristou@yahoo.co.uk

BFAWU National ULR Conference 2010 – Registering Interest Slip

Name:

Address:

Post Code:

Telephone: Mobile:

email:

Union Position: ULR Branch Secretary Shop Steward H & S Rep

Please tick appropriate box(es)

Company Name Location:

Please return slip to: National ULR Conference, BFAWU Learning Services, Unit 9 Sinclair House, 66 Willoughby Lane, Tottenham, London N17 0SQ

WARBURTON'S LEARNING CENTRE

First of all i would like to say that i'm proud to have been asked to be involved in the Warburton's West Midlands learning centre. It is a position as a ULR that i'm very passionate about and look forward to going from strength to strength as we find our feet. All employees were asked to think up a name for the centre and we have decided to call it the LIFE , (learning is for everyone) , centre as this was i believe the best one entered into our competition

The centre was opened by our very own Brett Warburton and our Local MP , Adrian Bailey on Monday the 11th May at 10-30am where local libraries and colleges ect from Dudley , Wednesbury and Walsall were asked and invited to promote their learning and education packages available to us . We had a fantastic turn out on the day and we were all pleasantly surprised just how well the day went with all colleges and the Libraries still offering their free support on courses a week later.

Members of the BFAWU, Ian Hodson and John Higgins represented the union and Dorban Ippoma, the National ULF project manager and Christina and fellow project worker Karen Benger , who all should be praised for their hard work and commitment , attended representing the National ULR project and i'm sure all of Warburton's owe a big thank you for supplying us with all the brand new computers , printers and bits and pieces from mouse mats to flash memory sticks



and tables and bookshelves and chairs which is very much appreciated by us all.

We have included the quick read books into our learning room so employees can pop in and see what's on offer and encourage them to take an interest or borrow them to take away and read at their own leisure. In the near future we intend to offer a small reward , as other bakery's have done, to readers who might have trouble reading who can complete 6 books in a given time and can then explain or answer questions on their choice of the books that each individual decided to read . As well as the 6 book challenge other employees have kindly donated books from home to the centre so there are books available for everybody's taste.

We at Warburtons, Wednesbury in the West Midlands look forward to moving forward with this new challenge and to get stronger and stronger whilst offering new courses to learn in the near future. We are now in the process of taking on new ULRs to fit into every shift pattern whilst Karen Benger , ULR project

worker, will be training the ULR on their new roles. Its great to have Karen on board as she has been so helpful to myself and Wayne Saunders, (ULR) , during the last couple of months as we reached the opening day.

A lot of help with time and effort went on behind the scenes off certain Staff at Warburtons, West Midlands which i believe should be recognised for their hard work and time given up , sometimes out of work hours. Kevin Clarke our full time BRAWU Branch Secretary gave up alot of his free time to show alot of support and to help as did our HR manager, Helen Gough who put together with myself an open day to be proud of that went really well, her hard work and her help was very much appreciated . Managers Nick Sutcliff and Andy Tebbs all got involved and made available free time and space in order to make our opening day a success whilst Jason Morris spent a lot of his time setting up each inividual computer and printer and sorting any teething IT problem out for the day .

We aim to have steering meeting on a weekly basis to go forward and to show that the National ULF project that we have took this position serious and aim to grow alot stronger over the next few months along with a few more ULRs to jump onboard as well as a big thank you to the other depots who offered help and advice along the way.

Ian Haywood (ULR)
Warburtons Wednesbury

CONGRATULATIONS TO BRO. PAT ROWLEY, A TRUE STALWART

At the No. 2 Regional Council meeting in April Pat was presented his 40 year Free Card and Badge by Bro. Joe Marino (see picture right).

Over the past 40 years Pat has given his all to the BFAWU and the Labour Party. Everyone who has attended Annual Conference will know Pat as being very active moving and seconding motions. Pat is retired, but is always willing to help the Union make new members – handing out leaflets outside factories in all weathers in organising campaigns. Sometimes he will change hospital appointments to make himself available.

He said after the presentation that he had only done what he should have over the years. Pat also said that the money he received with his Free Card he would be sending some of the money to the child he sponsored in Uganda at last year's Annual Conference (see letter from Uganda on page 18).

Congratulations again, Pat.



LAURA GRAHAM KEEPS THE BAKERS UNION AT THE FOREFRONT OF UNION LEARNING IN NORTHERN IRELAND



The BFAWU were invited to attend a Celebration of Success of the Essential Skills ICT Pilot and the launch of the roll-out of ICT as a third Essential Skill. To recognise the contribution of those involved in the delivery of the Pilot Programme in which Laura Graham played a part in running an IT course at O’Kane Poultry. It is to Laura’s credit that the union was asked to address the conference, the only union to do so, keeping the Union’s name to the forefront of Union Learning in Northern Ireland. The picture shows Laura, second from right, alongside Minister for Employment and Learning Sir Reg Empey.

UNION ENERGY’S NEW SERVICE PROMISES A BETTER DEAL FOR UNION MEMBERS

Union Energy has relaunched its service as an independent energy price comparison site following the expiration of its long-term contract with ScottishPower. Union Energy’s new service not only promises to find union members the most competitive domestic energy deal available to them on the market, but guarantees competitive prices in the future thanks to its Ongoing Monitoring Programme. To date union members using the service have saved an average of £154 per annum, with some customers saving as much as £585.

Unlike most other energy price comparison sites, Union Energy offers a 100% impartial service and includes tariffs for every energy company active in the UK market for maximum choice. Customers therefore have all options available to them, be it standard gas and electricity paid by direct debit, single fuels, green energy, capped rate products, etc. supplied by smaller niche energy companies as well as ‘the big six’.

Union Energy will no longer supply gas and electricity to union members in conjunction with ScottishPower and existing customer accounts have been automatically transferred to ScottishPower. This is something that has been outside Union Energy’s control and the company would like to apologise to existing customers for any confusion caused. However customers can use Union Energy’s new service to find out if they are getting the best deal with ScottishPower and can opt to switch to another energy supplier if they wish.

The energy market has changed radically since Union Energy was first established. When the company began working with ScottishPower, Union Energy’s contract

enabled customers to benefit from a unique Price Pledge which promised on-going competitive prices for its standard gas and electricity product. However, as the energy market changed and new energy products were introduced such as green energy, online energy and capped products, Union Energy’s core product became less attractive and the company was unable to offer its customers a full range of other products to choose from. By developing a price comparison site, Union Energy can ensure it continues to best represent the interests of union members.

Importantly, Union Energy’s service doesn’t stop once union members switch suppliers. Customers have the option to register for Union Energy’s Ongoing Monitoring Programme enabling them to set their own savings parameters. This means that when energy prices rise or fall, customers will be re-contacted as soon as they can save whatever sum they have specified, e.g. £75 per annum, by moving to another supplier. This service ensures that customers will benefit from ongoing savings for the long term.

Union Energy is owned by the TUC and its new website is powered by Energylinx, a UK company with an excellent track record. What’s more, because its service is not just web-based, union members with any problems or queries can pick up the phone and speak to an experienced person based in the UK who actually knows what they’re talking about.

To find out how much you could save by switching energy suppliers go to www.unionenergy.co.uk or call 0800 094 9039. It’s completely free and only takes a couple of minutes and you may be amazed by the result!



Health and Safety BULLETIN

By Ronnie Draper

Autumn 2009

BAKERS – TIME TO CLEAR THE AIR! FLOUR DUST CAN CAUSE ASTHMA

Along with external organisations HSE has developed an illustrated pocket card pack for bakers (shown below) to raise awareness of occupational asthma in bakeries

Protect yourself
Check any extraction equipment is switched on and working. Wear the right mask for dusty work.



Avoid spillages – work carefully
Avoid damage to ingredient bags. Clean up any spillages straightaway. Use a scoop to transfer flour.



Avoid raising dusts when loading and mixing
Load ingredients into mixers carefully and start up mixers at a slow speed.



Avoid dust clouds when folding and disposing of empty bags
Roll bag downwards and away from yourself.



Avoid creating clouds of flour dust
It's best to use dreggers or sprinklers to spread dusting flour.



Clean up safely
It's best to use a wet mop or high-efficiency vacuum cleaner. Avoid use of compressed airlines for cleaning.



Stay healthy! Report symptoms to your boss
Report early symptoms of ill health – runny nose, runny eyes, wheezing, shortness of breath, sneezing or cough.



For more information visit www.hse.gov.uk/asthma/bakers.htm or contact HSE's Infoline on 0845 3450055.
This pocket card is available in priced packs of 25 from HSE Books, ISBN 978 0 7176 6358 3. Single copies are free and a web version can be found at: www.hse.gov.uk/pubns/indg429.pdf.
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Bakers – time to clear the air!
Flour dust can cause asthma



For more information visit www.hse.gov.uk/asthma/bakers.htm or contact HSE's Infoline on 0845 3450055. This pocket card is available in priced packs of 25 from HSE Books, ISBN 978 0 7176 6358 3. Single copies are free and a web version can be found at: www.hse.gov.uk/pubns/indg429.pdf. © Crown copyright This publication may be freely reproduced, except for advertising, endorsement or commercial purposes. First published 05/09.

NATIONAL HAZARDS CONFERENCE 2009

MAKING A BETTER WORLD OF WORK POSSIBLE

Bro Jim Thompson No 7 Region

Bro Vince Payne No 1 Region

On Friday 10 July, 2009 Health and Safety Reps from every corner of the United Kingdom, arrived at University of Manchester to take part in a three-day National Hazards conference entitled Making a Better World of Work Possible, organised by the Hazards Campaign.

The BFAWU was represented by Bro Vince Payne, No 1 region and Bro Jim Thompson, No 7 region. After registration, the delegates were allocated accommodation and had an evening meal before the conference started at 5.30pm.

The opening plenary was on Bhopal; Lessons from History? Chaired by Hilda Palmer of the Hazards Campaign and the lecture delivered by Satinath Sarangi, a key figure in the International Campaign for justice in Bhopal. Satinath founded the Bhopal group for information and action, which helps victims of the disaster; he also campaigns relentlessly for more adequate compensation and for the corporate culprits behind the human catastrophe to be held accountable and is the managing trustee of the Sambhavna trust, which provides free health care for survivors of the gas leak and subsequent pollution.

Twenty-five years ago (December 1984), a Union Carbide pesticide plant in Bhopal India, began leaking 27 tons of the deadly gas Methylisocyanate. Half a million people were exposed to the gas and 20,000 have died to date, more than 120,000 people are still suffering the effects of that night. None of the six safety systems designed to contain such a leak were operational, allowing the gas to spread throughout the city of Bhopal.

Since the disaster survivors have been plagued with an epidemic of cancers, and what one doctor described as monstrous births. As yet neither Union Carbide nor its former CEO Mr Warren Anderson has been brought to book, even though both have been charged to appear before an Indian court charged with culpable homicide.

Satinath presented a highly-charged, passionate talk in a clear and reasoned manner. The audience hung on his every word. His campaign continues and gathers momentum. The site has never properly been cleaned up and it continues to poison the residents of Bhopal.

Saturday morning started with the formal plenary chaired by Doug Russell USDAW and GMHC. Speakers were Hugh Robertson, senior policy advisor for Health and Safety TUC., who spoke about the many challenges facing us from: the recession and after, Global Warming, occupational health agenda and pressures on safety reps.

He said "where appropriate the HSE will rigorously seek justice against those that put others at risk" He went on to argue that the TUC believes that there is strong evidence that enforcement works., and told the assembled reps that



Left to right: Sathyu Sarangi for Bhopal, Hilda Palmer chair of Hazards Campaign, Charley Richardson and Nancy Lessin.

there is such a lack of HSE inspectors that it would take 14 years for the inspectors to visit every site once and local authority inspectors once every 20 years.

We had the opportunity to select two workshops from a list of 27 covering such diverse topics as: Doing a Workplace Inspection; Communication Skills for Reps; Older Workers; Managing Sickness Absence, Bullying and Harassment, and Using the Media,

In the afternoon we could sit in on one of a choice of three debates:

How do we create and sustain good jobs, and what impact on mental and physical health do boring monotonous and repetitive jobs have? Carol Duerden, Bradford Workers Action Team, Hazards Campaign chaired this debate, speakers were Nancy Lessin from the American United Steelworkers, and Simon Pickvance from the Sheffield Occupational Advisory Service.

A timely debate was also available to attend on how important is health and safety in a recession and discussing the motion Will Employers Try to Use the Recession As An Excuse to Reduce Standards and Cut Costs and How Can We Fight Any Employers' Pressure On Us to Swop Health and Safety for Job Retention? This debate was chaired by Debbie Hutchings from UNITE. Speakers were Hugh Robertson and Charley Richardson another American former Director of the Labour Extension program University of Massachusetts. Unlikely though it would seem, he gave a humorous and informative talk on the worldwide impacts of recession on health and safety.

Some experts argue that it is possible to identify bullies and their victims as particular types of people. Is this a valid assumption, or is the organisational culture more important? Ian Draper, Convenor of Workstress Network and David Beale, Lecturer in Employment Studies at University of Manchester attempted to answer these questions with Pete Kilbane, Keighley Worksafe was in the chair

We followed the debates with our second choice workshop.

After our evening meal we met up with old and new friends and went for a drink and as the weather was fine and warm no one saw fit to wear a coat. Big mistake, the heavens opened up when we were too far away from our rooms to return to get coats or umbrellas and everyone got soaked. Saturday night finished rather wet outside and in.

The final day was taken up with campaign meetings, linked to the workshop programmes. From these reports were made, covering the campaigning meetings and brought forward into the final plenary, were each campaign was discussed.

It was decided that the campaigns that the Conference organisers will take up in 2010 are: Safety Reps: To encourage the need for more safety reps and promote the role of Safety Reps in the workplace To concentrate their fight on Asbestos and protect victims, remove all Asbestos from schools, and make changes to employers' insurance liability compulsory.

Attention is to be focussed on RSI Action and plans to get more information on medical opinion, better health documentation and a call for higher quality health care. There is a need for national direction on Musculoskeletal disorders and March 20 is to be designated RSI day.

Conference's final proposal was to increase awareness of their Campaign Against Corporate Killing, to focus on clear legal rights to prosecute company Directors, a moral case for accountability and to encourage safety reps to highlight cases in their own areas and back the FACK's campaign.

The conference ended the Chairman wished everyone a safe journey home and expressed a wish to see us again in 2010 at Keele University for Hazards 21.

BEHAVIOURAL SAFETY IN THE WORKPLACE ... A CAUTIONARY NOTE

By Robert Dicken, Health & Safety Rep writing in personal capacity

Behavioural Safety, sounds great doesn't it?

SUSA conversations, safety action teams, shop floor members becoming trainers and observers. All with the proactive endorsement of management, actively encouraging shop floor staff to take ownership.

But, stop a minute and ask yourself the question, just why are management so keen to adopt behavioural safety into the workplace?

The principles of behavioural safety were born out of industry and insurance company pressure to cut through Health and Safety legislation in America in the 1930's. Insurance investigator H.W. Heinrich formulated statistics based on Supervisors accident reports. Unsurprisingly, these reports lead to the conclusion that 88% of all workplace accidents were caused by workers. This flawed system, using supervisor opinion to bare the basis of the study is still in use today.

Behavioural safety seeks to identify workers who behave 'unsafely' and coax, cajole and/or threaten them into behaving safely.

Behaviour based safety programmes focus attention on worker 'carelessness and workers 'unsafe behaviours'. The very nature of behavioural safety diverts attention away from the root causes, e.g workplace hazards, stress, unsafe manning levels and so on.

Another distinct problem with behavioural safety programs is that they discourage workers from reporting accidents and dangerous occurrences.

The fact is, good occupational health and safety is based on the understanding that all work related injuries and illnesses are caused by workers exposure to hazards. There are no exceptions.

Behavioural safety approaches seek to condemn workers as the problem. Union trained safety reps see workers as the solution. No one is better placed than the rep and the worker to identify hazards on the job, and produce ideas to reduce that hazard and risk.

Management are so keen on behavioural Safety because it involves minimal cost, and encourages the worker to place blame on his team mates.

Elements of Behavioural safety are useful as a resource, but they only look at the incident occurrence and that moment in time. Proper, comprehensive risk assessment by trained Safety reps are the best way to prevent accidents in the workplace. Reps who look at generic factors surrounding an incident or occurrence will also look at hidden factors e.g. temperature, shift patterns, lighting, stress, noise etc. Reps will also involve the people who have to work in areas under assessment and take on board their opinions (something most managers fail to do).

Unfortunately, behavioural safety rarely includes these findings in it's reports and statistics, and the risk assessments born out of this culture are wholly insufficient.

As Safety reps we need to keep pressuring our workplaces, and government too, to both uphold and allow us to fulfil our role and function in accordance with the 1977 Health & Safety at work regs

HSE TO LAUNCH FREE GUIDANCE

It's been a long time coming, but the good news is that the Health and Safety Executive are to launch an initiative that sees around 250 of its most popular titles free to download on their website from September 09. 100 will be released in September with the remainder by 31st March 10

These free publications will include guidance, Approved Codes of Practice and other general advice pamphlets all available in PDF format.

For many years these excellent health and safety resources have been only available to purchase which in many cases made them cost prohibitive to both safety representatives and small businesses, so this forward thinking initiative is very welcome to those who have been denied for so long.

The TUC, General Secretary, Brendan Barber said "Union Safety representatives need access to the safety guidance and Approved Codes of Practice that the HSE produces in order to deal with problems at work or to challenge their employers when they cut safety corners in the workplace.

"As unpaid volunteers safety reps often cannot afford to purchase copies of these materials themselves. The TUC has been calling for free access to HSE publications for many years and it was a key point we made in the recent TUC charter for safety rep."

Clearly there is widespread benefit from this launch and it is hoped that BFAWU health and safety reps will take advantage of these materials to build their knowledge base and to assist in workplace campaigns?

The official printed versions will still be available to buy from HSE books website.

WORKPLACE FATALITIES DOWN

The latest figures released by the Health and Safety Executive show that workplace fatalities have decreased over the last 12 months by 53, reducing from 233 in 2007/8 down to 180 in 2008/9. This is the lowest recorded total with the previous lowest total being 217 in 2005/6.

This is welcome news and demonstrates the excellent work being done by health and safety representatives, practitioners and the underfunded HSE, to make the UK workplace a safer workplace.

Whilst the figures are heading in the right direction we cannot take our eye of the ball. Vigilance gives protection and the recognition that we all have a responsibility for health and safety can by itself be a life saver?

The sad reality is that these reduced figures do not reflect the true extent of the numbers of people who lose their lives due to the work they do or have done. The ways the figures are collated and calculated do not include the many thousands of deaths each year caused by road accidents, asbestosis, work related cancers and other work related illnesses.

There needs to be honest recognition that the released figures do not reflect the real level of this workplace tragedy. If we get this honesty we can then get on with the dealing with the realism as opposed to the belief?

The HSE estimate the cost to the UK economy of workplace injury, disability and ill-health to be possibly as high as £30billion every year. Clearly there is major scope for improvement and somewhere along the line we have to grasp the nettle?

Surely it would be better to spend some of this estimated £30billion on reversing the decline in HSE resources and putting money into prevention and other enforcement measures? The BFAWU is not alone in this type of campaign; every other trade union supports the call for increased funding as do organisations like Hazards. If we can all see the potential benefits why have successive governments systematically reduced the power and funding of the enforcement agencies?

There is nothing to fear from robust health and safety legislation unless you are cutting corners and if you are, then like other people who break the law, you deserve to pay.

There is one thing for sure; there is everything to be gained from having a healthy, unshackled, fully funded HSE.

WARNING: HEALTH AND SAFETY POSTER RE-VAMPED

The Health and Safety Executive has introduced a new version of the health and safety law poster and explanatory leaflet. The posters will replace the present ones no later than 5th April 2014.

There is a legal obligation on every employer to ensure that the poster is displayed in a prominent position within their workplace, a position where it is easily accessed and in view. The employer can alternatively supply every worker with the leaflet detailing health and safety laws.

The new poster and pocket cards are in a format that is both easy to read and understand and are aimed at the responsibilities and obligations of both employer and worker. This includes what to do when there is a health and safety problem.

If your company wants to keep the old poster for the next 5 years then they must ensure that it is in good condition, legible and up to date in the information that it gives, such as the correct addresses of the enforcing authorities. If you are unsure of these addresses then you can obtain them from the HSE infoline on 0845 345 0055.

The new poster and pocket cards can be purchased from HSE Books: Tel 01787881165 or on www.hse.gov.uk/pubns/books/lawposter.htm

The standard poster costs £7.34 and the semi rigged poster costs £11.75. The personal pocket cards are available in packets of 25 at a cost of £5 all exclusive of VAT. The pocket cards are also available as a free download.

THE BFAWU NOW OFFERS A FREE CREDIT CARD WHICH WON'T GET YOU INTO DEBT!



A CREDIT CARD THAT OFFERS:

- Free quality monitored legal services
- Personal injury advice from experts
- Free car hire if a road traffic accident is not your fault
- Cover for you and your family
- Freephone telephone access
8am to 8pm Monday to Friday

BFAWU legal helpline
0800 587 7518

GET YOUR FREE CREDIT CARD FROM YOUR BRANCH SECRETARY



LETTERS

SPONSORED CHILDREN IN UGANDA

Greetings from Grace church, we hope you are alright. We would like to take this opportunity to thank you so much for helping our children. It's a great privilege that you chose the children of Grace church.

We also thank God for Peace who took the concern and she contacted us to you. The last time she was here in Uganda she did a great job to move to each and every school



and paid the fees and talked to the teachers that was great. We appreciate everyone who is sponsoring our children May the good Lord bless you and increase you.

Yours truly,
Esther Basse, Administrator

TAKEN BEFORE HER TIME

Dot Morris 26/7/1950 – 22/4/2009

I would like to convey through the medium of the Foodworker my greatest thanks to all who attended my late wife's funeral. I am grateful to John James, regional officer, for attending on behalf of the union and also for the floral tributes. I was especially touched by the attendance of Allied Bakery Cardiff management and shop floor personnel, considering that she left the bakery five years previously. She was still remembered and well thought of. I was particularly touched by the book of remembrance that HR manager Liz Connolly gave me. I worked in the bakery for 17 and a half years and I have never known that to be done before. It was a great boost for me when I read it and saw all the kind and thoughtful remarks in it; it brought back to me happier times when she was so popular whilst working there. I am also grateful for all the old and new friends and members of my family who also turned up to pay their last respects.

Dot always got on with everyone and no one had a bad thing to say about her. During the past three years as her health was deteriorating and she went through great pain and discomfort she often recalled the better times we spent. The many union conferences we attended and especially the EC meetings we went to where she had to amuse herself through the day while my colleagues and I attended to the business in hand. But the obvious benefits were the evenings when we all got together and socialised; she was extremely popular with



the rest of the EC and the national officers because she was a great mixer as they all are. All her closest family were at her side when she left this mortal coil and I take great consolation from their support then and since.

I must not forget Geoff and the staff of the Rhymney house hotel for the marvellous buffet after the funeral. The only good thing to come out of this is that she is at last free from the excruciating pain and suffering that she had to endure over the past three years. I cannot finish this without mentioning my sons Grant & Craig, my sister-in-law Val and my niece Rachel without whom I could never have seen these troubled times through. Rarely a day goes by without one or the other phoning up to check on me, I am extremely lucky to have such a close family. Goodbye Dot until we meet again, yours forever

Turk

FOX'S BISCUITS BATLEY

On behalf of the workforce I would like to thank all the people who signed our petition to save Fox's biscuits of Batley

All I know at this present time is that the decision by Northern Foods to build a new factory in West Yorkshire or extend the Fox's factory at Uttoxeter has been put on hold till next year

We are expecting an announcement of the decision some time in the first months of the New Year. It has not been easy for the employees of Fox's not knowing if they have a job for the future; all credit to the workforce who have continued to go about their jobs with stability and normality.

I personally would like to thank all the union members who have supported the union shop stewards and myself in these difficult times. We have had to make some tough decisions and sometimes we have had to make compromises that don't always abide well with our members; once again I thank you all for your support.

Looking forward we have to be optimistic that, when the final decision is announced, it will be good news for the workforce here in Batley.

20 Years Badges

Congratulations to the following members at Fox's Biscuits Batley branch 568, on completing 20 years membership of the bakers union and on receiving their silver badge.

Mo Lorgat	Mohammed Abid
Philip Walker	Faridabibi Sallu
Moya Halloran	Adrienne Draper
Mohammed Matwadia	Yusef Patel
Janet Steadman	Philip Jones
Hilary Stoddard	Nigel Firth
Andrew Grace	Marie Roome
Iqbal Bulsari	

On behalf of the Batley branch and the union on a national level I would like to thank you for your support and loyalty over the years.

It is very much appreciated and may it long continue. Union members are its best assets – without them there are no unions.

So once again congratulations and thank you

Faternally
Helena England
Branch Secretary, Fox's Batley
West Yorkshire



&



Special insurance rates for members



BFAWU members and their families get the best of both worlds with UIA. Solid principles together with insurance premiums that will really suit your pocket.

- **Home insurance**
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BAKERS, FOOD & ALLIED WORKERS UNION

2008 FINANCIAL STATEMENT TO MEMBERS

Under Section 8 of the Trade Union Reform & Employment Rights Act 1993, the Union is obliged to give the following Statement of Finances to members.

1 Salaries

Executive Council Members – In 2008 payments of £1,876 were made to members of the Union's Executive Council under Rule 21.96 (p) ;

National Officers – In 2008 the salary and other benefits paid to the General Secretary were £56,585, and to the National President were £56,108.

2 Income and Expenditure

Total Income in 2008 = £2,890,517

Total Expenditure in 2008 = £2,908,127

3 Contributions from Members in 2008 totaled £2,467,358

4 Political Fund

Total Income in 2008 = £74,075

Total Expenditure in 2008 = £79,826

5 Auditors' Report to Members

We have audited the financial statements on pages 8 to 22 which have been prepared under the historical cost convention and the accounting policies set out on page 14

This report is made solely to the Union's members, as a body, in accordance with the Trade Unions and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Executive Council and Auditors

As described on page 6 the Union's Executive Council is responsible for the preparation of the financial statements. It is our responsibility to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Trade Unions and Labour Relations (Consolidation) Act 1992. We also report to you if, in our opinion, the Treasurer's Report is not consistent with the financial statements, if the Union has not kept proper accounting records, if we have not received all of the information and explanations we require for our audit, or if information specified by law regarding officials' remuneration and transactions with the Union is not disclosed.

We read the Treasurer's Report and consider the implications for our report if we become aware of any apparent misstatements within it. Our responsibilities do not extend to any other information.

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination on a test basis, of evidence relevant to the amounts and disclosures in

the financial statements. It also includes an assessment of the significant estimates and judgments made by the Executive Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the Union's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statement.

Opinion

In our opinion the financial statements give a true and fair view of the state of the Union's affairs as at 31st December 2008 and of its income and expenditure for the period then ended and have been properly prepared in accordance with the Trade Unions and Labour Relations (Consolidation) Act 1992.

CLB Gatwick LLP

1st June 2009

Chartered Accountants

Registered Auditors

Imperial Buildings, Victoria Road, Horley, Surrey, RH6 7PZ

6 Members' Complaints:

A member with any concern over, or complaint about these Accounts or the handling of the Union's finances, can avail themselves of the following procedures:

Under Rule 21.124 members have the right to inspect the Union's books. This can be done by contacting Head Office.

Members can raise any questions on the Union's Accounts or financial affairs by writing to the Executive Council via Head Office.

A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the Union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concern with such one or more of the following as it seems appropriate to raise it with: the Officials of the Union, the Trustees of the property of the Union, the auditor or auditors of the Union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the Union have been or are being conducted in breach of the law or in breach of the Rules of the Union, and contemplates bringing civil proceedings against the Union or responsible Officials or Trustees, s/he should consider obtaining independent legal advice.

Conclusion

As normal practice, each Branch holds a copy of the full, detailed Accounts of the Union for 2008. Any member wishing to avail themselves of these Accounts should contact their Branch Secretary. Alternatively, copies of the Union's Accounts for 2008 and the Treasurer's Report are available from Head Office, free of charge to members.

Joe Marino
General Secretary

GOOD NEWS FOR BFAWU MEMBERS AND THEIR FAMILIES

IT'S CONVENIENT, RISK FREE AND THERE'S A MASSIVE CHOICE OF NEW AND USED CARS PROVIDING BETTER VALUE FOR MONEY FOR ALL BFAWU MEMBERS.

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BFAWUdrive offers it's members...

Massive choice – We can supply any vehicle, new or used from any manufacturer

Incredible value – We can pass on savings on thousands of cars directly to you

Hassle free and convenient – Your car can be delivered directly to your home and any part exchange taken away. Your new car is only a phone call or click away.

And, it's Risk Free!...

All our vehicles are thoroughly checked to ensure that they are clear from finance and have not been in any accidents. They are serviced and fully guaranteed.

- 120-point vehicle inspection
- 12 months comprehensive parts and labour guarantee
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- 14-day exchange plan* that enables you to change your mind if you're not completely satisfied.



Let us find the right car for you!

Take advantage of the BFAWUdrive 'personal auto-shopping' service.

Choosing a new or pre-owned car today is a complex task. It is not just the massive choice of models – it is the range of options, the environmental impact, the economy, the specifications.

With BFAWUdrive's personal auto-shoppers – experienced, helpful, friendly advisors who are just a phone call away – you can relax and let us find the right car at the right price.

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Prices correct at time of going to press.

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VAUXHALL ASTRA 1.6 16V LIFE A/C 5DR	£16245	£6246	£9999
FORD FOCUS 1.6 ZETEC AUTO 5DR	£18215	£6216	£11999
RENAULT MEGANE 1.6 DYNAMIQUE 5DR AUTO	£15935	£5936	£9999
FORD FOCUS 1.8 STYLE 5DR	£16520	£5521	£10999
HYUNDAI 1130 1.6 CROI PREMIUM 5DR	£16205	£5206	£10999
AUDI A4 2.0 TDI (143BUP) SE 4DR AUTO	£26194	£5195	£20999
NISSAN NOTE 1.6 ACENTA AUTO	£13490	£4491	£8999
VAUXHALL CORSA 1.2 16V SXI A/C 5DR	£13360	£4361	£8999
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ANNUAL CONFERENCE DECISIONS 2009

CHANGE OF RULES

1-Rule 1.1-Name, Objects and Constitution-Executive Council

That this Conference agrees that if the Union is to survive as an independent trade union, then there is a need to move from the present District structure to a Regional structure. The number of regions to be determined by the executive council after consultation. The number of full time officials per region will be determined by the executive council subject to consultation with Regional Councils and full time officials committee.

2- Rule 1.1-Name, Objects and Constitution-No 2 Regional Council

That this conference agrees to support to delete the word "minimum" and add the word "living".

3-Rule 1.3-Name. Objects and Constitution-No 5 Regional Council

That this conference agrees that the restructuring of this Union involves the abolition of Districts in favour of Regions that District Branches be retained under whatever name they operate.

Amendment-No 5 Regional Council

On line 1 insert the word "if" between the words 'that' and 'the'

4-Rule 1.3-Name. Objects and Constitution-Executive Council

That this conference agrees to delete "districts" and replace with branches. Also to delete section (d)

5- Full Time Officers-Executive Council

That this conference agrees to delete all references to Organising District Secretary, District Secretary, District Officers and Regional Organisers and to replace them with Organising Regional Secretaries.

6- District and Regional Boards-Executive Council

That this conference agrees to replace all references within the rule book to "District Board and Regional Boards" with Regional Council. This to include any abbreviations of these bodies. Also remove all references to District Office or District.

7- District Committees-Executive Council

That this conference agree to replace all references to "District Committees" with "Regional Committees".

13-RULE 5.12-Unemployment Benefits-South Western Postal Branch

That this Conference agrees: to delete Paragraph 9 of this Rule and insert "Rule 5.2"

18-Rule 15- District Boards-No. 4 Regional Council

That this Conference agree that due to there being too many Full Time Officials for the amount of members to review the policy on secondees.

24- Rule 22.14-Order of Business of Conference-Branch 452

That this conference agrees to amend Rule 22.14 to read:
"Delegates are not to leave the Conference unless by consent of the President. Any Delegate being late for the start of Conference, or

leaving before business is finished, or falling asleep whilst in session, and Delegates must show their Conference passes to the Doorkeepers when entering each session at Conference. If not, will forfeit their £5 Delegates fee for that day's sitting.

"Delegates are on paid release from work so the Conference Hall is our place of 'work' for the duration. It is Delegates duties to represent their members in the workplace and to take back information to the membership-this cannot be done whilst asleep!!"

GENERAL MOTIONS

Industry

25-Union Structure-No 5 Regional Council

That this Conference agrees the executive Council, Full Time Officer's committee and others are authorised to discuss and make recommendations with regards to the Unions structure, make up and future.

26-Emergency Motions-Union structure-No 5 Regional Council

That this Conference agrees for this conference only motions aimed at improving the finances and structure of the Union to be allowed to be brought to the Conference floor as emergency motions. We recognise that in the strictest sense of the rule they may not be emergency motions but given the situation we find ourselves in we need emergency measures to be debated by Annual Conference.

27-Full Time Officer Replacement-No 5 Regional Council

That this conference agrees that if the restructuring of the Union Full Time Officials will not necessarily be replaced- will the Executive Council give consideration as to whether or not to replace the General Secretary thereby leading by example and showing and that decisions are relevant to all positions.

Amendment-No 5 Regional Council

On line one insert "in" between the words 'if' and 'the'

28- Executive Council Minutes-South Western Postal Branch

That this conference agrees to support that this conference agrees that the Executive Council Minutes be sent to all Regions immediately after the meeting subject to ratifications.

29-Trades Union Councils-No. 4 Regional Council

That this Conference agrees that we inform all Branches to affiliate to Trade Union Councils.

30-Training and development-Branch 582

That this conference agrees that employers must annually provide a reasonable percentage of their profit towards the training and development of all staff to continue to meet the demands of technological improvements.

31-Learning Agenda- No 5 Regional Council

That this conference agrees that the Union will make provisions for the learning support agenda to continue if funding through the Union Learning Fund ceases to fund projects so that learning will continue.

32- Young Workers-No. 4 Regional Council

That this Conference agrees that we develop policies in relation to attracting young workers and that we explore how we can work closer with organisations like connexions, student unions and use our parliamentary group to encourage the Government to encourage workers rights as part of the education syllabus.

33-Apprentices Training-Branch 582

That this conference agrees that the State must enforce employers to train apprentices to help narrow the shortages in skilled jobs for the future and develop employment opportunities for school leavers.

34-Employment Rights-Branch 230

That this conference agree more rights for employees with less than 1 years service. So many are cast aside within the year and sacked for menial things by the employer, knowing the employee does not have the same rights as someone with over 1 years service.

35-Shift Premiums-No. 4 Regional Council

That this Conference agrees to protect premiums obtained for night workers and shift workers and to oppose the equalisation of pay that companies are trying to impose on our members.

36-National Minimum Wage-South Western Postal Branch

That this conference agrees that the minimum wage highest rate should commence at 18 years of age.

37-Trades Union Congress-No. 4 Regional Council

That this Conference agrees that regional Councils receive updated information in relation to forwarded BFAWU motions put forward to the Trades Union Conference.

Economy**38-Financial Crisis-Branch 582**

That this Conference agrees that the Government must provide the same level of financial aid and security to those struggling to meet their mortgage requirements and repossession of their homes as the financial institutions whose self-indulgence has led to the recent financial crisis.

39- Low Wages- No 7 Regional Council

Conference agrees that it is vital that the government of the day conduct an inquiry into low wages (minimum wage) in many cases that are paid in the food industry. Given that in most cases food suppliers are held to ransom by the large retailers whose profits continually grow bigger as a result of their strong arm tactics.

40-Company Liquidation-No. 4 Regional Council

That this Conference agrees that any Director who takes a company into liquidation or receivership is automatically disqualified from owning or becoming a Director of any other business for a minimum period of 25 years.

41-Ownership within the Energy Sector, Bank & Building Societies- No.2 Regional Council

That this Conference agrees to support the Government must review ownership within the energy sector, banks, building societies and all money lending societies. The market must be regulated and controlled, and the Government must hold on to shares in the banks that they bailed out with taxpayers' money.

42-Public Services- No. 2 Regional Council

That this conference agrees to support Britain's water, gas and electricity to be accountable public services, not source of private profit.

44- Centenary State Pension-Branch 505

That this conference agree that in the light of the economic situation this conference calls upon the government to Introduce the link of earnings to the basic state pension with immediate effect.

45-Council Housing-South Western Postal Branch

Conference agrees to support government must lead and fund a council house building programme.

46-Council Collections-Branch 582

That this Conference agrees that local Councils return the collection of wheelie bins to a weekly basis.

Health, Safety & the Environment**47-COSHH Regulations-No. 4 Regional Council**

That this Conference agrees large fines to company's who brake the COSHH Regulations and a yearly MOT to be given to the Health & Safety Executive.

48-Working Time Regulations-breaks-Branch 582

That this conference agrees that the allowance for tea breaks laid down by the "Working Time Regulations" are improved to help reduce the increasing threat of stress related illness at work.

49-Working Time Directive/Reference Period-No. 4 Regional Council

That this Conference agrees the Union will strive wherever possible to observe the 17 week reference period set out within the Working Time Regulations 1988.

51-Disability Discrimination Act-No. 4 Regional Council

That this Conference agrees more automatic inclusion to Disability Discrimination Act.

52-Health Care Lottery-Fox's 568 Branch

That this conference agrees to lobby the government that the lottery postcode they run our health service on wants stopping. You should not have to be facing an uncertain future because you live in the wrong place and they should not have the right to say who can and can't be treated.

53-Hospital Parking-No. 4 Regional Council

That this conference agrees to ask the Government to look into the cost of hospital parking fees. The price they charge is a disgrace. If you have to be there all day as a patient or with relatives it is costly. It is about time this was sorted out.

54-Prescriptions for Asthma Sufferers-Branch 452

That this Conference agrees to free prescriptions for Asthma sufferers and the Government of today should provide free medication for these people as they need it just to stay alive.

56-Prostitution Protection-No 5 Regional Council

Branch 561 (British Bakeries) would like this conference to support a motion to bring about changes to the current legislation regarding prostitution and brothels to protect people who are forced to work against their will in this industry but also not forgetting people who work in this industry of their own choice and are members of the trade union International Union of Sex Workers (IUSW) affiliated to the GMB.

57- Trade Union ideology-National Curriculum-Branch 582

That this conference agrees that trade union ideology must be incorporated into the national curriculum to support future generations to understand and challenge the threat to workers and the environment from the culture of profit at any cost.

58-Healthy Lifestyle-No. 4 Regional Council

That this Conference agrees to help families and new parents to follow a healthy living style-example, to teach families and new parents to introduce healthy foods to their children to stop obesity as some parents cause cruelty through ignorance on healthy diets.

60-Drink Driving-No. 4 Regional Council

That this Conference agrees that the Government enforce zero tolerance on the amount of alcohol and driving limits.

61-Retail sales of alcohol- No 4 Regional Council

That this Conference agrees that supermarkets and shops sell alcohol in a separate part of the store-and the sale of these products is enforced and restricted via tight control.

62- "Bags for Life"-452 Branch

That this Conference agrees that we all have to play our part in recycling and green issues, but should pressure the Supermarkets, through the Government to also play their part. All Supermarket Giants are now pushing "Bags for Life" and jute/canvas bags and are making us pay for the service!! The bags offered are varying in size and price-and at the same time they are restricting/removing the free carrier bags.

63-White Ribbon Campaign-No. 4 Regional Council

That this Conference agrees to support the White Ribbon Campaign. This is the wearing of a white ribbon by men to end the violence against women, especially domestic violence.

Political

64-Labour Party Constitution-Branch 505

That this conference calls upon the Labour Party to reintroduce the original Clause 4.

65-Election of Labour Government-South Western Postal Branch

Conference agrees to support all members of our union and Labour Party members to go all out to elect a Labour Government at the next General Election. The alternative is a Tory Government that will destroy all what Labour has achieved over the past 11 years especially the Health Service where David Cameron has promised to cut employers contributions and return it to the employer and employ extra staff.

66- E.U Policy- No 7 Regional Council

Conference agrees to adopt this motion and to take it to the next labour party conference. E.U policy should be in place that prevents member states offering greater incentives to companies that are already set-up within the E.U.

67-Trade Union membership-No 5 Regional Council

That this conference agrees to lobby the Government to actively encourage trade union membership to promote and protect fair working conditions for all workers.

Composite 2-Paternity Pay-

That this conference puts pressure on the Government to give new fathers 100% paternity pay and equal rights to both parents in respect of time off.

71-Regeneration of Seaside towns-No 4 Regional Council

That this Conference agrees that when a town/city becomes a Grant area and the need for Government to understand that sea side towns are not just fish and chips and bars of rock, they also have manufacturing areas that need help.

72-Energy pricing/Renationalization-No 4 Regional Council

That this Conference agrees to lobby the Government to renationalize the energy companies and to stop the exorbitant price increases that the privatized firms are charging.

73-Pre-payment meters-No 4 Regional Council

That this Conference agrees to lobby the Government about the energy companies charging the most vulnerable people in our society more for gas and electric when people have pre-payment meters.

74 Cold Weather Payments-No 4 Regional Council

That this Conference agrees that cold weather payments should be paid for each day and not as it stands at present waiting 5/6 days.

75-Pensions and Social Security-No 5 Regional Council

Branch 561 (British Bakeries Bradford) would like this conference to support the motion that the Union pressure the Government that when the new pension legislation comes into effect in 2012 where employees are required to join a pension scheme unless the employees opt out that the final pension is guaranteed to be considerably greater than if the employee had not joined it-but due to social security benefits etc their income is the same as someone who paid into it. We at 561 Branch do not want this good legislation to be used as a way to reduce social security entitlement.

76-Care Homes-No 4 Regional Council

That this Conference agrees more help for families to keep the elderly out of care homes.

77-Pension Credits-No 5 Regional Council

That this conference agrees that the 4.6billion pounds built up through lack of information held by the Government in unclaimed pension credit entitlements is a disgrace. That the Union concludes to ensure this information on claiming this benefit is made available as widely as possible.

78-Concessionary Passports-No 4 Regional Council

That this Conference agrees to lobby the Government of the day to introduce free or concessionary passports for all old age pensioners.

79-Rail Discounts-No 5 Regional Council.

That this conference agrees that the Executive Council negotiates with passenger service providers for British Rail discounts for our members and their families.

80-British National Party-South Western Postal Branch

Conference agrees to support campaigning against the British National Party to prevent further electoral gains.

81-Pedestrianisation of Schools-No. 4 Regional Council

That this Conference agrees on the pedestrianisation outside of schools-to ensure that our children can enter and exit school safely.

82- "Swimming for All"-Branch 452

That this Conference agrees and welcomes the Government initiative of "swimming for all by 2012", but why should the majority of us have to wait until then? This initiative applies immediately to the

under 16's (isn't this already on the school curriculum?) and to the over 60's. In today's society, obesity is on the increase, and we are being told that our lifestyles and behaviours are costing the NHS thousands of pounds. This Government needs to act now-for the good of all- not wait till 2012.

83-Abuse of Emergency Services-No. 4 Regional Council

That this Conference agrees that individuals who misuse the emergency 999 service are penalised and dealt with through the law. The emergency services have the individuals number and this should be followed up.

84-Police red tape- No 5 Regional Council

That this conference support a motion to put pressure on the current Government to cut the amount of red tape that the police have to deal with when arresting criminals so that it gives them more time to do what they are supposed to do which is policing and reducing the ever escalating crime on our streets.

86-War on our streets-Fox's 568 Branch

Conference agrees that the government is not doing enough to support the victims of the gangs that are roaming our streets which is affecting many people and making them prisoners in their own homes.

88-Review of Judicial System-Branch 452

That this conference agrees to pressure the Government to review the whole judicial system and to ensure that sentences' reflect the seriousness of the crime!! The UK is fast becoming a "laughing stock". Some of the sentences currently being dished out are no deterrent to would be criminals and are a disgrace to the victim's families. Some of the fines for trivial motoring/parking offences are often not much lower than those dished out to individuals who have carried out far worse offences and attended court.

Composite 3-Social Services Procedures

That conference agrees that the tragic events that led to the mismanagement and death of baby Peter must not be allowed to happen again and that procedures must be implemented to regain the trust of the public and to look at the training and recruitment of social workers.

91-Human Rights Bill-Branch 452

That this conference agrees to lobby the Government to overhaul the Human Rights Bill. We are Trade Unionists and do support Human Rights, but this law is being used to make us a laughing stock of the world.

92-Euthanasia- No. 4 Regional Council

That this Conference agrees that the government should legalise euthanasia. If this is monitored and correct procedures are put in place-it can alleviate an individual's anxieties- and give the individual their right to dignity. Also that the insurance companies pay out on this criteria.

93-Regulation of Politicians Expenses-South Western Postal Branch

Conference agrees to support and calls for the regulation of the House of Commons and Members of Parliament expenses. Also applies to Euro-Parliament and farming subsidies. The present situation is unacceptable.

94-State Funerals-No 4 Regional Council

That this Conference agrees that the union make our feelings known to our Government that this evil women Thatcher should not get a State funeral.

International

95-Guantanamo detention centre-South Western Postal Branch

Conference agrees to support that the United States Military Commission trials at Guantanamo should be abandoned. The military Commission process is deeply flawed and does not meet international standards of justice.

96-Israel attack on Palestinian children/use of phosphorous Bombe-No. 3 Regional Council

That this conference deplores the vicious attacks by the Israeli army in January 09 on the Palestinian people, including the indiscriminate attacks that killed over 500 children and the use of phosphorous bombs which are banned by the Geneva Convention, the UN and all civilised societies. These deplorable act should be taken by our Union to the TUC and Labour Party Conferences.

97-The Plight of Africa's Hungry People-No.2 Regional Council

That this conference agrees to support calling on all Governments of the developed world to press on with the plight of Africa's hungry people. Meetings alone are not enough, whilst millions of people are dying every day.

98-Venezuela-South Western Postal Branch

Conference agrees to support the democratically elected administration of Venezuela.

99- Bolivia-South Western Postal Branch

Conference agrees to support the democratically elected administration in Bolivia.

100-Missile Defence Shield-South Western Postal Branch

Conference agrees to support increased tensions between Poland and Russia require Missile Defence review.

Emergency Motion 1- Conference delegates

Conference notes the non-attendance of No 6 Region at this year's Annual Conference. In the light of their non-attendance Conference instructs the NEC to fully investigate No 6 future commitment to the BFAWU and the substance of the present agreement between Region 6 and the BFAWU. The conclusion of this investigation be circulated to Regional Councils within 3 months.

Motions remitted

8- Rule 5.1-Contributions and Benefits- Composite 1

That this conference agrees the introduction of a reduced contribution rate for weekend and workers that work less than 12 hours per week Retail shop workers that such a reduced rate to be linked to reduced benefits. Reduced benefits to be suggested by the Executive Council and to be ratified by Annual Conference in 2010. Most other unions provide this facility. A pound in the kitty is a pound in our pocket.

20-Rule 16.1-Regional Organisers- Branch 505

That this Conference agrees that after 'Regional Organiser' on line one insert 'at the discretion of the Executive Council'

CONFERENCE REPORTS 2009

FROM HELENA ENGLAND . . .

Once again I was lucky to attend conference this year and as always it was very well organised. Well done to all who organise and help make conference what it is.

Well done to all delegates who come for whatever reason they have, be it if it's to put forward or support any motions or to listen and learn. I hope they go away with a better knowledge of what conference and we as a union are about

It was good to see old and new faces, especially young faces. This is what we as a union need – young blood in the organisation. Well, to be more political correct, I should say it's very good to see all new faces no matter what the age is. Youth into the organisation is excellent and so is the experience that the older end brings; it's a very good mixture to have and I hope it continues to be so

We need to educate all, no matter what age, that unions can do good. Bad press about unions did a lot of damage in the past. We need to readdress that and show we are not here to lose people their jobs; we work for all to have a job and to make sure that the job meets people's needs and wants and that the job is in a good safe working environment

It was excellent to have so many good motions this year; some of the motions can be easy to take in and digest and support, some can be very emotive and these motions can make people think and sometimes change their mind from what they first thought

I had the honour this year to attend annual conference as the Executive Council Guest. This was my first conference for three years although I had attended as a delegate from 1998 to 2006 inclusive, the last 6 years as EC member for the South Wales District. I was pleasantly surprised when I saw the length of the agenda; it was the longest I'd seen for quite some time. This shows how much more interest there is not only the union policy but also in the state of the country in general. Once thing that did appal me though was the parlous state of the membership which was down by 5,000 in the past three years I have been out of the loop. We are still the largest specialist trade union in the country, and I was pleased to hear Ronnie and Joe both emphasising that amalgamation was a dirty word. But with this current slide, only retention and recruitment can save this union from disappearing into infinity. As the old stalwarts of my past diatribes will probably recall I have written several articles in the past on this matter so I do not intend to digress any more on it.

The conference in general was excellent; I met many old friends and made several new ones. The delegates up at the rostrum made fine speeches and put their points across well. There were many more new delegates getting up than I can remember in the past and this augurs well for the choices of their branch to send them. Pat Rowley from the South Western District was still as strong and vehement as ever, the Teddy boy 80 years young and still kicking butts. And seeing him letting his hair down on the dance floor in the evenings made me feel like a geriatric, and me 19 years his junior. I could not be anything but impressed by John McDonnell MP's speech which I sincerely hope was not all wishful thinking. The work that the Labour Representation Committee is doing is vital to trade unions all over the country, not just ours. The debates on retaining a Labour government were excellent although scathing in parts – that is democracy at work.

The most dreaded part of the conference for me was having

That's what conference is about – listening to people who want to, and believe we can, make a difference.

Keep bringing motions to conference – we need to show that we can make a difference. It doesn't matter if that difference is large or small, it all counts towards getting things done that will help and enrich people's lives

Strength in unity is our sign – let's show we are united in our beliefs and that we do count. Conference is the place to voice our opinions and receive support for what we believe in.

There were a lot of comments made about the labour party or, as some call it, 'new labour'. They were not all good comments; this is where we have to help bring in changes and policies that work, this is why conferences like ours are important. All our input can help to make changes

For the good of all it's time for things to move forward, for promises to be made and kept to – we don't want promises that no one delivers.

We need to get back to grass roots, look back into history and learn from the mistakes made by all. Somewhere there will be a solution.

Let's all keep our faith in that we as a union believe, that what we bring to conference counts. Let's make conference a voice of people – somewhere, someone will listen.

. . . AND BILL MORRIS

to address conference from the stage. Although I have spoken from the rostrum in the past this was a whole new ballgame. But after the ordeal one of the proudest moments of my life was to be presented with a pewter baker for past services, not to forget the famous tin of biscuits. I only wish my late wife could have been here to see it. This conference was special to me in several ways, firstly I didn't have to drive for five hours to get there. I have never attended conference as a guest before and it was the only conference I attended without my late wife. With it being so soon after her death I found it traumatic at times; most of the people that know me knew the situation in advance but several old friends who did not asked if she were with me. That was the hardest.

Anyway I am starting to stray from the point. I would like to set the records straight. Most people think I had a standing ovation at the end of my speech but this is a misconception. During the clapping a delegate got up to leave the room and the others thought they were standing to clap and followed suit. Later on that day my ex shop stewards were keen to give me a Viking funeral before I left Bridlington (I can't understand why). In closing it was an unforgettable conference for me and I would like to give thanks to the following people for making it so. Firstly to the No.2 Regional Committee and FTOs for making it possible and also to the national officers and executive council for making me their guest. Secondly to Watkins & Gunn, the South Wales Solicitors, especially to Clive Thomas for his help in the past and with my bereavement (too much Mr. Nice Guy). To Lynette thanks for your friendship (you missed the chance of a lifetime) and to Sarah (I'm sorry, I do not dally with engaged persons mainly because their boyfriends are bigger than me). No, all joking aside, they were really good company. And lastly I could not finish up without saying something to Pinky and Perky and also Marty Hopkirk who led me astray every night with the demon brew. "Up Yours".

COMPENSATION FOR NEGLIGENCE

BY LEANNE McROBB, THOMPSON'S SOLICITORS

Most medical and nursing treatment in the UK is of a high standard. But mistakes do happen.

All treatment carries some risk and patients are warned of serious risks. Not all the unexpected, disappointing, serious or even fatal outcomes of treatment are the fault of the healthcare professionals.

However compensation can be recovered when things go wrong if it can be proved that the treatment was negligent. That means that the standard of care fell below that generally accepted to be reasonable for that area of medicine.

Claims for medical negligence, can include the delayed diagnosis of a fracture, surgical error, such as the removal of the wrong organ, birth injuries which have long term consequences for the child, or the delayed diagnosis of cancer or another medical condition.

If you believe you have been injured as a result of medical negligence it is important to get expert legal advice as it is a highly specialised area of law.

Thompsons, the BFAWU's lawyers, has a national team of specialist clinical negligence solicitors. It includes solicitors who are members of the Solicitors Regulation Authority's specialist clinical negligence panel and the firm is franchised by the Legal Services Commission to undertake publicly funded clinical negligence compensation claims.

Thompsons recently secured £4.6 million, after a ten year fight, for a

teenager disabled due to being starved of oxygen at birth. Her family have now moved into a new home that will be adapted to meet all her needs.

And a health care worker at the hospital where she underwent the surgery which led to her hand clawing received £200,000 compensation. The hospital failed to try other methods of treating the condition and then failed to refer her for physiotherapy following the operation. She was forced to give up her job and the compensation made up for her lost earnings and changes to her life.

The steps to compensation

If you or someone you know have suffered a clinical accident get in touch with Thompsons via the BFAWU.

Thompsons will consider the facts of the case and advise whether negligent care might have been received and if the claim is worth investigating further.

There is a strict time limit of three years for pursuing clinical negligence claims, so making contact with a solicitor should not be delayed. Clinical negligence claims are complex and need a lot of investigation before legal proceedings can start. So the more time a solicitor has to do this work the better the outcome of the case is likely to be.

After making contact with Thompsons you will have a telephone interview with an experienced caseworkers. A panel of our clinical negligence solicitors will then discuss whether the case is likely to result in compensation. The panel will try to advise of their decision on the same day as reaching it, or as soon as possible afterwards.



In most cases there is no cost to the injured person in pursuing a clinical negligence claim because it can be funded through a Conditional Fee Agreement (sometimes known as "no win no fee"), by Legal Aid, with the help of a trade union or by other funding arrangements.

Where costs do sometimes need to be incurred, to obtain medical expert opinion for example, Thompsons will always discuss those costs with you before incurring them. You are not committed to paying any costs that you have not agreed to.

For more information about Thompsons clinical negligence unit and pursuing a clinical negligence claim go to:

<http://www.thompsons.law.co.uk/ltxt/10820001.htm>

HOWELL HOUSE SIGNING

I would like to thank the employees of Howell House for giving us the opportunity to represent them, and also thank the company for the manner in which they conducted the business of putting the recognition agreement in place. I am sure as we move forward it will prove to be a benefit to both parties.

This is a company, who are looking to the future, and already have their products in the major supermarkets in the UK; so when you are doing your weekly shopping, and if you come across the Howell House product, please give it a try and help members who are banding together to help each other.

In the photograph signing the agreement is Mr. John Hopkins Sales and Development Director (Howell House & Irwin's) and Billie Gallagher.

Billie Gallagher



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