

BAKERS  
**FOOD**  
AND ALLIED  
WORKERS  
**UNION**



# FOODWORKER

AUTUMN 2015



**THE 'A' TEAM AT TOLPUDDLE**



THE 'A' TEAM AT TOLPUDDLE

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## EDITOR'S NOTES

"...we have been left with the most right wing Tory government in history... and we will all pay the price in the long term."

Ronnie Draper @ronniebfawu

IT IS SAID that a week is a long time in politics and that is so true, but I suspect the next four and a half years will seem like a lifetime.

Since that fateful day in May I have heard a multitude of excuses as to why Labour didn't get across the line in their quest to become the ruling party: from the leader not being able to eat a bacon butty with panache, to how middle Englanders were scared of the influence of the SNP, from a major move towards the ultra-right politics of UKIP, to a lack of depth in Labour's policies.

### Voter apathy

In truth they all played a role in Labour's demise but the biggest single factor was voter apathy, with millions failing to put their 'X' in the box, preferring instead to sit at home rather than have a say in their future, and whether or not it was protest or a 'can't be bothered' attitude, the reality is that we have been left with the most right wing Tory government in history and we will all pay the price in the long term.

You would think that after such a beating that the Labour Party would quietly skulk away to lick their wounds, but none of it. After the resignation of Ed Miliband the mad scramble to elect a new leader was joined – bringing about one of the finest political debates within the party in generations.

### Catastrophe averted

Archaic internal rules say that 35 Labour MPs must nominate a candidate before they can make the ballot paper. This nearly caused its own catastrophe within the party, with only the agenda of the Blairites being up for debate. What gives MPs the arrogance to think they know better than the rank and file of the party?

I helped elect them to pursue our beliefs and demands in the Palace of Westminster, not to second guess my views or to change political direction.

### Nominating Jeremy Corbyn

There has been much blood letting against those who threw their nomination behind Jeremy Corbyn despite having no intention of voting for him at later stages.

Credit to MPs like Frank Field (who aligns more with the Tories than the thousands of working class people who elected him) but who had the courage of his convictions and nominated to broaden the debate and to embrace all views.

### Fit to lead?

Since Jeremy Corbyn received the requisite number of nominations with minutes to spare the poison has been laid down to discredit his candidature.

And not just from the Tory media, but so-called Labour colleagues as well, who are supposed to hold the same values of *fairness* and *equality*.

**Tony Blair says that if Jeremy becomes leader it could split the Labour Party irreparably.**

This from a man who led us into war on the back of a lie which has seen hundreds of thousands of people needlessly killed and condemned millions to a life of poverty, all of this as Blair leads a life of luxury with all the trappings of immense wealth.

### Look to the Future

Even fellow leadership candidate, Yvette Cooper, is saying Corbyn is not fit to lead the party.

Now, she never said anything about this when he was the 100/1 outsider, but now that he is holding a massive lead over his rivals; the bile is beginning to spew out.



**An inspiration**

Instead of being prophets of doom they should look to Corbyn's lead. What inspirational magic is he using that has seen tens of thousands of people join or re-join the Labour party? What has he got that can command every venue he speaks at being packed to the rafters?

While Yvette Cooper talks to less than sixty people, Jeremy addresses *thousands*. The answer has to be the message, not the personality.

**But he's left wing...**

I am sick to the back teeth of hearing about Jeremy being pigeonholed as 'the left wing candidate' without an explanation of what is meant by 'left'.

To me, Jeremy is taking politics back to the people, bringing a message of hope and offering realistic alternatives to the pathway of despair we have followed from subsequent governments.

It is not left wing to have policies that give hope to our young people, to demand affordable housing, to keep our NHS in the public domain, a realistic living wage, or to campaign against tax dodgers or to seek world peace. These are the politics of *morality*: politics that **all** Labour MPs were elected to pursue, *the politics of the people*.

***Since Jeremy Corbyn  
received the requisite  
number of nominations  
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discredit his candidacy***

**Jeremy's credentials**

Jeremy, like John McDonnell MP, has championed the campaigns of our union, supporting our *Cool It* and *Bakers Asthma* campaigns, supporting us in bringing the power of supermarkets to the public domain and has been a major player in our *Hungry for Justice* and *Fast Food Rights* campaigns.

He is a real working class Member of Parliament who passionately believes in justice for all and a fair deal for the disadvantaged in our society and so when the time comes to vote I shall be placing my 'X' in the box next to Jeremy Corbyn's name and, for the chance of a fairer future, ***I strongly urge our members to do the same.***

**In solidarity**

**Ronnie Draper  
General Secretary**

# NATIONAL PRESIDENT IAN HODSON

ANOTHER SUCCESSFUL CONFERENCE – now we have to fight with all our energy against the onslaught of a Government intent on causing as much damage to our communities with their slash and burn Austerity agenda.

I truly felt inspired by our amazing Conference delegates – so many first timers like *Leon* from GDS, *Helen* and *George* from Greggs as well as *Lorna* and *Toni* from Scotland, who made brilliant contributions and even led the singing. We had so many new delegates, along with many seasoned delegates all playing a full part. Thank you to each and every one who attended – you are amazing, compassionate people.

I also want to congratulate our members at Gunstones (part of Two Sisters group) who refused to accept changes to their terms and conditions, with no pay increase. They voted to take strike action to stand up for fairness and the strike was solid. I enjoyed meeting and standing with our members on the picket line. Their determination to win was embodied by their courageous and committed representatives and with the solid support of the membership it is yet another example of how solidarity wins.

Tough market conditions and poor management at Hovis have once again resulted in workers being made redundant, this time at Wigan. We have seen too many workers losing their jobs through closures and sackings and the use of redundancy. I wish to pay tribute to all those recently made redundant across the country and pay *special* tribute to those at Wigan – and thank them for all their solidarity and wish them good fortune. I hope our members who work for these callous businesses one day get management who can actually run a business – to get *growth* through innovation rather than cuts to terms and conditions, factory closures and redundancy.

***Great workers deserve great bosses*** – it's a shame so many managers are not worthy of the name.

**Cuts to household income**

Tory attacks on working people are nothing new. Cameron says one thing while doing something completely different and in the sympathetic media often he goes unchallenged.

In the latest budget we are supposed to swallow the new living wage (defined by the independent *Living Wage Foundation* as the *minimum income required to live on*) which is set **45p less** than the current living wage outside London and **£2.25 less** in London.



The question is: how is this going to change people's lives for the better? A first pay increase that actually reduces people's income, it makes workers worse off due to the removal of benefits such as working tax credits and housing benefit. A recent report says that families with both parents working full-time on the minimum wage are £75.75 a week short of affording a minimum standard of living.

Child Poverty Action Chief Executive **Alison Garnham** said: "*Something is wrong when two parents both working full time can't give their kids a no-frills living standard.*"

The way to deal with low pay is to introduce a minimum wage of **£10 an hour** NOW and not to exclude workers from the full rate until they're 25 years old. This union has a long held belief in Equality. Rates of pay should be determined by skills – not by age – we will continue to fight this injustice.

**Why we support Jeremy Corbyn**

Our Conference debated the Labour Party leadership campaign and voted to support Jeremy Corbyn for leader.

The negative campaigning coming from the right in the Labour party, scared of losing their controlling influence, is *alarming, spiteful* and *vindictive*. Instead of looking to undermine Corbyn's impact, they should have put forward their solutions. Unfortunately, tired rhetoric and soundbite politics is all they know and, hopefully, the members will vote Jeremy in as leader.

Politics, as a result, will no longer be two cheeks of the same backside – but an opposition to give people hope that our lives can be improved: with policies aimed at *fairness and justice*.

### **Hungry for Justice Campaign**

This campaign is not just targeted at fast food workers but *all* workers and all those who live in our communities.

In 2015, access to justice is not dependent on *need*, but on the size of your bank account. Our children's future isn't really about the qualifications they achieve but about what finances you need to give them the leg up they need. Housing is now just a dream for so many.

*Hungry for Justice* is about our civil rights – it's about joining campaigns, working with others – rebuilding working class structures because unless you come from Cameron's class your life chances are *minimal*. We will be holding public meetings around the country calling on people to mobilise to demand a fairer country a society for all – not just those with the wealth.

### **Join us on September 16th**

[www.facebook.com/  
events/788925857886602/](http://www.facebook.com/events/788925857886602/)

### **Tories wage war on Trade Unions**

The Tories' latest attacks on Trade Unions are as vindictive and nasty as they could possibly get. The **Trade Union Bill** is designed to allow the government to drive people further into a downward spiral of poor wages and job insecurity, whilst removing the employment rights that allow them to challenge and fight back against injustice in the workplace.

Changing the rules regarding ballot turnout, whilst retaining postal-only ballots will make any strike action virtually impossible. This originates from a government running the country on 24% of the general election vote! This is hypocrisy on a monumental scale.

By offering members the opportunity to take part in ballots and elections, Unions can provide a *collective* response that enables workers to improve their wages and conditions at work – to have a share in the wealth their labour creates. They elect their own representatives and shape their respective Union's policies via annual conferences. In addition, they also have the *choice* of whether their contributions are used for political or campaigning purposes.

Unionised workplaces are generally safer, more productive, more efficient and more profitable with better trained/skilled workforces and lower staff turnover.

Pay is up to 25% higher than in non-Unionised workplaces, with better holiday entitlement and superior long service benefits. Tory mentality is pre-programmed to view this as a *bad thing* – no matter how many facts, figures and statistics prove otherwise. They believe that the balance of power in any workplace should be in favour of the employer. They label Union leaders as '*barons*' and '*bullies*' when in fact the barons and bullies are more often to be found in big business or banking.

It's not Trade Union leaders who slash workers' pay or conditions and it isn't Trade Union leaders who throw people on the dole. Trade Unions are in the business of ensuring fair pay and fair play for workers in a safe working environment, whilst safeguarding jobs.

### **Unions HELP Industry!**

If you look at any major milestone and achievement in the world of work and social justice, you will find the influence of Trade Unions. Indeed, had it not been for the work of the BFAWU, bakery workers would still be toiling away in poorly-vented cellars, lined with asbestos. It's amazing therefore, that Unions, their members and leaders are viewed with such negativity, given the role they continue to play in our society.

Falling Trade Union membership has had a negative impact on collective bargaining that has inevitably led to low pay and exploitation within the labour market,. As a result of this inequality, we have now a rise in the number of billionaires and an unfair distribution of wealth, not seen since the Victorian era.

We see wages so low that the taxpayer has to top up low incomes via tax credits. The fact that the taxpayer is subsidising the profits of big, often tax-avoiding companies and the huge pay packets of company CEOs, should be treated as one of the major scandals and injustices of our times.

I'd prefer to see my taxes being used to fund our health service, schools, affordable housing and public services, and providing a financial safety net for those who fall on hard times. Yet somehow, the general public are distracted by the poverty porn TV shows that vomit into the nation's living rooms and are brainwashed into demonising the unemployed instead. Since 2010, we've seen a relentless attack on the young, the sick, the disabled and the unemployed.

Full-time, reasonably-paid jobs have been replaced by cheap labour and food manufacturing has become so in thrall to unregulated supermarkets that companies have engaged in a *race to the bottom* in order to secure or retain even the smallest of contracts.

Inevitably, this means a cheaper, lower-skilled workforce. However, rather than address the skyrocketing pay of company bosses, industrial scale corporate tax-avoidance, unscrupulous managers, exploitative employment agencies and the crippling effect of supermarket monopoly, the government turns its fire on Trade Unions and seeks to regulate them out of all existence.

### ***The Trade Union bill isn't just an attack on Unions: it's an attack on all working people, as it further reduces the rights of everyone in the workplace***

Without Unions, pay will deteriorate further, safety conditions will be abysmal and we will be back to the world of Robert Tressell's '*Ragged Trousered Philanthropists*' – with workers as 'philanthropists' throwing themselves into back-breaking work for poverty wages in order to generate profit for their masters. *Surely this cannot go unopposed.*

The entire working population of the UK needs to be aware of what this government's real aims are, and respond accordingly. We must be prepared to fight or suffer the consequences. The future of our children, and our children's children depends on how we, as a Labour Movement, react to this.

### **How do we respond?**

The TUC's response cannot simply be more focus groups, soundbites, more rallies and marches around London. We've done more marches since 2010 than the Grand Old Duke of York – and achieved precisely nothing.

It's time to rekindle the spirit of our forefathers and be prepared to cross the line if necessary, rather than continue with the spineless lack of direct action. The Trade Union Movement may be smaller than it was, but it's still over six-million strong and a virtually unstoppable unit if mobilised.

The government know that, which is why they seek to demoralise and hamstring us. It's time to use the collective strength that we possess and turn the tables. Waiting around for a Labour government will not save us and taking a kicking day in and day out should not be an option.

**It's time we started doing some kicking of our own, and by that I mean make the call for a General Strike – because I'll guarantee you that we'll pay the penalty if we don't. Solidarity!**

**Ian Hodson  
National President**



# Together we can win!

WHEN WE LAUNCHED OUR CAMPAIGN for the Labour leadership I said that Labour must become a social movement again.

As trade unionists you know that to win in the workplace you need to organise, and use your collective strength. If we want to win better government, we have to take those lessons from the workplace into our communities.

What you have done with the Fast Food Rights campaign is an example to the Labour Party and to the wider labour movement. It is exactly the sort of social movement trade unionism that we need more of; engaging people in campaigning for workers' rights and a society free from exploitation.

Too often our party has lost its way, marginalised our supporters or become cowed by the press and commercial interests. We need to change – be bold in standing up against injustice, and building confidence that by standing together we can win a better society for all.

When your members were faced with zero hours contracts at Hovis, you didn't just lobby politicians, you organised, recruited and took strike action – and you won! That is why I am so delighted that BFAWU was the first union to endorse our campaign.

The insecurity of zero hours contracts and workfare is about employers driving down wages to drive up their profits. Millions of workers are living in poverty, so that a few greedy individuals can live in opulence. We need a minimum wage that is a living wage applied to all workers regardless of age, and to establish £10 per hour as the benchmark of decency.

We also need to improve working conditions – robust health and safety standards are essential in your industry, and I back your campaign for a maximum workplace temperature.

This Labour leadership election is your chance for change. Even if you are not a Labour Party member, as a BFAWU member you are entitled to vote in this Labour leadership contest if you have registered.

This is your campaign, your chance to build a Labour Party that represents you, your work colleagues, friends and family. So ask them to sign up too

[www.supporters.labour.org.uk/candidates](http://www.supporters.labour.org.uk/candidates)

Together we can build a better society, if we organise together.

Join in and sign up to the campaign

[www.jeremyforlabour.com](http://www.jeremyforlabour.com)

**WE NEED YOU!**





# JEREMY FOR LEADER, JEREMY FOR YOUNG PEOPLE

IT'S BEEN TWO MONTHS since Conference and I remember talking to some of you about whether Jeremy would get the required amount of nominations to run for Labour leader. *Fortunately he did.*

As your young person rep, I have unwavering support for a man who makes me think of my political future in a positive way. I've heard Jeremy speak on numerous occasions and have been inspired every time. Jeremy unapologetically stands side by side with working class people, students, trade unions and anybody who needs him (even when there isn't a camera shoved in his face).

It is my belief that the Labour Party doesn't need to appeal to Tory or UKIP voters but to trade unionists who felt like they couldn't vote for the Labour Party in May. The Labour Party should be a party that fights against pushing any child into poverty, against pushing working class kids out of applying for university and *always*



against a Tory government that wants to cut our services, our NHS and our police force whilst giving their mates/donors our money.

We knew it wasn't going to be an easy five years as a trade union with a Tory government but the proposed changes to trade union rights are appalling. With a majority of less than 20, they are trying to diminish the long-fought-for rights of 6 million trade union members. All unions must stand side by side, the TUC must think

hard about where we will be as a movement if these changes are allowed to take place and react accordingly.

As always, I want to give solidarity to all workers taking action and all of our members who continue to be assets to us.

*We may not be the biggest but we are always the best.*

Apryl Walcott

Young Members Representative

Friday 10 July 2015

Dear Desmond Swayne,

As a resident living within your constituency I am writing to express my grave concerns regarding the vote to take place on fox hunting. I am neither an animal liberationist nor a member of any animal charity, but I am absolutely against this barbaric so-called sport that ends with an innocent animal being ripped to shreds.

I have heard all the rehearsed arguments used about over population and how other methods of culling are in humane, none of which appear to have any credible evidence based on which they rely.

If a vixen that is suckling young is ripped apart how are the Cubs fed or would starvation also be considered a humane method of reducing the fox population?

I hope that given the supposedly free vote being offered to MPs on amendments to this horrendous act, that you will have the compassion to vote to maintain the ban in its present form.

I look forward to your response.

Yours sincerely,

Ronnie Draper

## A LETTER AND A RESPONSE...



*"My word, what a load of Horses' arses!"*



# ORGANISING THE UNORGANISED

**LORNA MCKINNON (BFAWU young member) chaired the meeting which was held on the Friday of the Marxism conference. The room was packed with people standing around the edge and every seat was full.**

Lorna began the meeting by describing her experience of working on a zero hour contract, how it made her feel and when and why she joined our union. She gave us an example of a colleague who was actually in a worse position than her in the fact she wasn't even on the books let alone had a zero hour contract! Lorna's workplace has 100% membership – something she is rightly proud of. She chaired the meeting exceptionally well, introducing each speaker and keeping us all on time!

We had speakers from the Glasgow Caseworkers strike who have been on strike for 16 weeks – they are looking to be treated the same as people doing the same job, to be on the same grade and without any redundancies to make it happen. ***Bosses have finally conceded that central demand.*** (You can see how they celebrated below!)

We also heard from Sotheby's workers who were sacked after striking for one day over their pay (they are asking for the living wage with back pay) and their sick pay

I spoke briefly about how we have organised in Greggs – which has over 1600 shops – and how this means it is possible to organise shop workers and that with hard work and consistency this can be replicated in the likes of McDonalds.

Ian followed me and spoke about how to move the *Hungry for Justice* campaign forward – by involving and organising in communities. He announced the meeting on the 16th September at TUC Congress House in London (10am–6pm) and invited everyone to attend. He told everyone in the room to go back to their union, organisation and workplace and shout out that we are not willing to accept the injustice inequality, unfairness and low pay, zero hour contracts and the unfair sacking of trade unionists and activists. We don't want these things to become the norm and kill off our trade unions and communities.

He finished speaking by calling for a General Strike and, in his round up, **£10 per hour** for all workers regardless of age and getting rid of zero hour contracts

We had a Skype link to one of the McDonalds' workers involved in the **US \$15 now** campaign, who's been out on strike and extremely active in the campaign. Like Lorna, he told us of his experience working for the company and what being low paid means to him – choosing to either have something to eat or to get to work to earn money. When the CEO of the company is earning \$10,000 per hour it doesn't seem very fair that the workers are struggling to survive.

Sandy from SOAS – a branch of UNISON which represents migrant cleaners – told of how they have fought and fought to receive the living wage, 7 extra days annual leave, 6 months full sick pay, union recognition and quadruple the employers' contributions to the pensions scheme.

Lorna then threw open the meeting to the floor. I think she had over 30 people on the list wanting to speak and, as much as she kept people brief, we would have been there all night if everyone who wanted to speak had done so! The highlights of this part of the meeting were our own young members getting up to speak. Toni and Rosalind (two of our new young members from Glasgow) spoke of their experiences working on zero hour contracts – some weeks working 5 hours and the following week working 50, taking on 2 zero hour jobs to survive, not being given a contract and the pressure they are put under to *put up or shut up*. They both told the room how joining our union the BFAWU had given them hope and inspiration to stand up and fight back.

The meeting closed with the ***Unite, Fight and Sing Choir*** who sang a call and response song from the picket lines in California (those who were at Conference may remember us doing this) and closed the meeting on a high (our comrade from America even joined in over Skype!).

We signed up a new member at the end of the meeting along with a few more that signed up over the course of Marxism 2015.

**Sara Woolley**

**Reporting on Marxism 2015: Ideas for Revolution**







Brilliant Guest Speaker from last year, **Ricky Tomlinson** drops by to support the **Shrewsbury 24** campaign – here with **Jack Lee**



Our Guest of Honour this year, **Arthur**

## ANNUAL CONFERENCE SOUTHPORT 2019



**Mark Serwotka** addresses Conference



**Pat Rowley** of Region 2 delivers his message to Conference





Mr Scargill, faces Conference flanked by Ronnie and Ian



**Julie Blackburn** – who has contributed so much to the Union as a representative of Thompsons Solicitors – enjoys some refreshment as she looks forward to her retirement!



Conference rises in support of **Candy Udwin**, the PCS Rep who was unfairly dismissed from her position at the National Gallery





Branch 180 was well-represented! Ronnie helps Marc Hayes with the babysitting duties while Ian toasts Paul Young.

Marc commented: *"The festival was great, really catered for everyone and had a very positive atmosphere. The camping seemed top notch and the showers were posh! My colleague, Paul Young and myself were proud to be representing 180 Branch at such an iconic event and introducing my daughter at a young age! Taking part in the march was a personal highlight. We are hoping to bring more members next year, it is definitely somewhere that all union members should go to at least once."*

[illegible]

To mark the occasion, we produced a commemorative booklet showing the growth of our Union within the Trade Union Movement, *'From Tolpuddle to TUC'* – which was given away free to visitors to our stand





Distinguished guest, **Jeremy Corbyn**, joins the team to celebrate the fantastic occasion and we even got to lead the parade!  
*Liberty, We will, we will, we will be free!*



THE GOVERNMENT'S **TRADE UNION BILL** is an attack on our civil liberties as well as damaging the already one-sided workplace balance. This could be the attack that causes industrial unrest across the UK, leading to further weakening of Britain's fragile recovery.

This Bill will demoralise Britain's hard-pressed workers even further and productivity will be the casualty of this vindictive piece of legislation. It proves that the Government is now firmly in the control of people with no concern for any working person, who sees workers as nothing more than a resource to be tossed aside when no longer of any use. This bill will also lead not only to the end of the right to strike – it will also put our lives at risk at work,

**The Trade Union Bill is a disgraceful Bill aimed at attacking working people and giving a 'licence to kill' to bad bosses as the implications of this bill cover anyone at work.**

Two of the proposals contained in the Bill have received very little attention. Both of those relate to **'Facility Time'** in the public sector, (not the *private* sector which we work in). This is the amount of time given to workplace representatives to represent their members and undertake union duties or activities. Once introduced, this will be exploited with haste by some of our poorly-managed and badly-run businesses – whose only aim is to *remove* workers' rights rather than build successful businesses on innovation and new business.

As we are being made aware, representatives at certain sites are already being denied their right to access training and stopped from carrying out their duties.

In those circumstances, we urge branches to hold Branch Meetings to get a collective response from our members. We must make it clear that we will not tolerate our representatives not being trained – and we will not allow them to be interfered with carrying out their duties. **This may include a strike ballot unless the company agrees to accept our rights.**

In the case of Health and Safety representatives, there is a *legal duty* on the employer to give them as much paid time off as they need to undertake their activities. That is laid down in regulations. It is absolute. The regulations do not say that the employer can decide to restrict this time. If a representative needs it, they need it, and it will vary from week to week.

The Trade Union Bill currently going through Parliament does two things. Firstly it says that any public sector employer with *at least one* Union Health and Safety Representative will have to record and publish all the time taken and any facilities provided. **This is bureaucratic, pointless and will just mean that both employers and union representatives will have to spend a lot more time on paperwork.**

**Hugh Robertson** (Senior Policy Officer for Health and Safety at the TUC) recently commented, *"Even more dangerous is the proposal to allow ministers to restrict the rights to time off given to Union Health and Safety Representatives by amending the Health and Safety at Work Act. All they have to do is introduce new regulations. This is a really vindictive proposal, and of course an underhand one – sneaking in the right to make changes by Statutory Instrument into a much wider Bill."*

The current time-off regulations are clear and simple and apply to *all* workplaces where there is a recognised union. The Government now seeks permission to tear these up in the public sector.

Of course, even if the Bill *did* become law they could not do it entirely, as European Legislation states clearly that employers have to allow Health and Safety Representatives 'adequate time off work, without loss of pay' to exercise their rights and functions. However, they may well try to reduce *some* of the current requirements laid down in the 1977 Regulations (*Brown Book*).

At no time have the Government given any justification for this proposal. As the report *'The Union Effect'* shows, Union Health and Safety Representatives save *hundreds of lives* and prevent *tens of thousands of injuries and illnesses*. Workplaces with union representatives and a joint safety committee have *half* the serious injury rate of those without.

**Any reasonable employer welcomes the presence of health and safety representatives, including most in the public sector.** That is why this move makes absolutely no sense from a regulatory point of view. It will not save money or remove bureaucracy, nor will it improve safety. It is simply an ideologically-led, knee-jerk reaction.

**Ian Hodson**  
National President

# THE TRADES UNION BILL – A RESPONSE FROM THE NATIONAL PRESIDENT





## A HARD DAY'S NIGHT?

A NEW REPORT published by the TUC, *A Hard Day's Night*, shows that night working has grown since the recession, and there are now over three million employees who are regular night-workers in the UK.

### Growth of night working

In 2014, there were 200,000 more night workers than in 2007 – a total of 3,168,000 people. This is an increase of 6.9% between 2007 and 2014. The proportion of employees who are night workers is creeping up too. In 2007 it was 11.7% of all employees, but by 2014 it had risen to **12.3%**.

Men are still more likely to be night workers. In 2014, 14.9% of male employees were night workers, compared to 9.7% of female employees. However, the number of women working nights is growing at a much faster rate. Regular night working by women has increased by 12% since 2007 (a 4% increase for men). The top two sectors for the total number of night workers are female-dominated – care workers and nursing (including midwives).

Plans to increase public transport provision at night, and proposals for a seven-day NHS, are likely to lead to further increases in night work. Greater availability of night-time transport may lead to more retail and leisure services adopting night opening.

### The work-life balance impacts of night working

The TUC does not oppose night working, but argues that employers must properly consider and address the implications for staff. Decisions to extend night working should always involve consultation and negotiation with workers' representatives to ensure fair and safe outcomes.



*A Hard Day's Night* can be found at:

[www.tuc.org.uk/sites/default/files/AHardDaysNight.pdf](http://www.tuc.org.uk/sites/default/files/AHardDaysNight.pdf)

The negative health impacts of night work, such as heightened risks of cardiovascular disease, diabetes and depression are already well-documented. Less attention has been given to the impacts on *home life and relationships*.

*A Hard Day's Night* reviews the available research, to show that night working can increase the risk of relationship problems, can affect the emotional wellbeing of a night worker's children and is associated with higher childcare costs. The negative impacts of night working, however, are lessened when employees have more influence and control over shift patterns.

### Fairness and safety for night workers

The TUC recommends that:

- Employers and unions should ensure that night working is only introduced *where necessary*.
- Where night working is introduced into a workplace, no existing workers should be forced to work nights.

- Shift patterns should be *negotiated* between unions and employers.
- Workers should have some element of *control* over their rota, so that they can ensure that the shifts they work are best suited to their individual circumstances.
- Workers should always have *sufficient* notice of their shift patterns so they can make arrangements well in advance. Changes at short notice should be avoided.
- The *remuneration* paid to those working nights should properly reflect the likely additional costs of childcare and other inconvenience that night shifts can entail.

TUC Gen. Secretary, **Frances O'Grady** said, "We all value night workers, whether they are cleaning our office, caring for a sick relative or driving all night so that there are fresh goods in our local shop. But night work is hard and it disrupts family life. So we must show our appreciation for the sacrifices night workers make by ensuring they have sensible rights and protections.

*It's not right for employers to require night working without adequate consultation and negotiation. With night work increasing, employers must play fair and play safe, or public safety will be put at risk and the families of night workers will suffer.*

We are publishing recommendations today to better protect the wellbeing of night workers, and help them give a better service to the public. We encourage the government and employers to positively engage with trade unions on fair and sensible rights for night workers, so that we continue to enjoy the social benefits night workers give us without harm to them or the public."



## PROPORTION OF THE EMPLOYEE WORKFORCE THAT USUALLY WORKS NIGHT SHIFTS BY SECTOR, 2014

Major occupation group (main job)	Male	Female	Total
Managers, Directors And Senior Officials	9.9%	7.8%	9.2%
Professional Occupations	8.7%	13.2%	11.1%
Associate Professional And Technical Occupations	15.6%	7.1%	12.0%
Administrative And Secretarial Occupations	7.4%	1.8%	3.1%
Skilled Trades Occupations	13.3%	5.9%	12.5%
Caring, Leisure And Other Service Occupations	29.6%	18.5%	20.5%
Sales And Customer Service Occupations	10.8%	5.9%	7.6%
Process, Plant And Machine Operatives	23.9%	13.2%	22.5%
Elementary Occupations	23.4%	10.9%	17.8%
<b>Total employee workforce</b>	<b>14.9%</b>	<b>9.7%</b>	<b>12.3%</b>

Source: Office for National Statistics (ONS)

## BAKER'S ASTHMA – THE NEXT STEPS

BAKERY WORKERS ARE AMONG those who are at the highest risk of developing occupational asthma as a result of the substances they use at work, according to the Health and Safety Executive (HSE). **Employers must do more to protect bakers from the dangers they face at work.**

According to the HSE, flour dust containing additives is the second most common cause of occupational asthma. Dermatitis (dry, inflamed, itchy skin) and Rhinitis (constant mucus discharge from the nose) can also be caused by some bakery tasks. A person can develop occupational asthma as a result of being exposed to allergens or by becoming sensitised to substances in the workplace. Substances which could be hazardous to workers' health in the baking industry include flour dust, spices and cleaning products.

An employer is always responsible for looking after the wellbeing of their staff. This includes protecting them from the risk of any work-based diseases. 'Controls' include measures such as risk assessments on the products used and minimising the exposure to harmful substances.

The HSE *maximum exposure limit* (MEL) for flour dust is **10 mg/m<sup>3</sup>**. An employer has to make sure that workers' exposure is below the MEL limit as far as reasonably possible. In practice this means introducing any technically achievable and cost-effective precaution that reduces flour dust.

In a recent case we acted for a BFAWU member who was diagnosed with occupational asthma shortly after completing his apprenticeship. He had to leave a job he had trained for, on medical

grounds, because continuing to work in an environment that involved exposure to significant levels of flour dust would have caused his condition to deteriorate. This affected his employment prospects and his earning capacity.

**With specialist legal help through BFAWU's legal assistance scheme the member got the advice he needed to pursue a successful claim for significant compensation against his employer giving him the opportunity to re-train and pursue an alternative career path.**

As always with personal injury and employment advice through the BFAWU's legal scheme, not only did the member get help from experts, that advice came free. He got **100%** of his compensation – something he would *not* have got from a non-specialist High Street Solicitor or a Claims Company off the TV.

It is important to note that in all personal injury claims there are time limits for when court proceedings have to be started. In disease cases, such as occupational asthma, the law says that a court case has to be commenced *within three years* of the date the disease was contracted or (if it is later) three years of the date the worker was told (or should have realised) their disease was related to their work.

If you go outside these time limits the claim is likely to be treated as *out of time* and cannot be pursued, so if you have any questions, don't delay, get in touch for a chat.

**You can contact BFAWU's legal advice helpline on: 0800 587 7518.**

**Tim Hayward**  
Thompsons Solicitors



**RSI** IS CAUSED BY AN OVERUSE of muscles on a continued repetitive basis, forceful exertions or strained or awkward posture/positions. The term is used to describe the pain felt in muscles, nerves and tendons. It is known by many different names: *Work-related Upper Limb Disorder*, *Tenosynovitis*, *Tendinitis*, *Tennis Elbow* and *Epicondylitis*.

- The condition usually affects parts of the upper body, such as the forearm, elbow, wrist, hands, neck and shoulders.
- Early symptoms include pain or tenderness, stiffness and heaviness, tingling or numbness, cramp and swelling.
- Symptoms usually commence whilst carrying out repetitive work and improve when you are not at work
- Symptoms can occur from Continuous repetition, Pushing, Pulling, Lifting, Long hours, awkward grips or positions, badly designed equipment and/or a poor working environment.
- Most RSI conditions develop over a long period of time rather than suddenly.

Some areas of a bakery have a higher risk of repetitive tasks than others, such as Packing; Machine Operators, Lifting , Carrying, Scooping dry ingredients; Mixing; Crumpet Lines, Produce Department and/or Cleaners.

### Employers' Duties

Employers should be aware of the risks and take steps to avoid Employees carrying out tasks over and over again.

Employers are required to carry out a **Risk Assessment** before work begins – identifying any types of job which could involve repetitive tasks, awkward posture or heavy lifting.

Risk assessments should be reviewed when there is any significant change in the work or workplace and in any event renewed at least every 5 years.

Employers are legally obliged to prevent incidents of repetitive strain injury (where reasonably possible) under the **Health & Safety Act 1974** and the **Safety at Work Regulations, 1999**. They must make sure that workers and others are protected from anything that may cause harm, effectively controlling any risks to injury or health that could arise in the workplace.

Exposure to repetitive tasks or prolonged tasks should be prevented entirely if that is reasonably practicable.

## REPETITIVE STRAIN INJURY (RSI)



**SHARON RIGBY OF  
WALKERS UNION  
EXPLORES A PAINFUL  
SUBJECT**

In most cases it is not and so the next stage is for employers to minimise the risks to employees from the nature of the work.

The Employer should:

- Modify your tasks and duties.
- Implement regular breaks.
- Introduce job rotation within your department.
- Provide suitable work equipment to assist with tasks of a heavy nature.
- Carry out regular health monitoring.
- Make sure that they provide adequate training about the risk of RSI so that employees can recognise symptoms and seek treatment *immediately*.
- Check that the work area is *suitable* and *comfortable*.

### What can the Employee Do?

There are also things an Employee can do to help reduce the risk of RSI, such as:

- Maintain a good posture at work.
- Take regular breaks from long or repetitive tasks.

- Try relaxation techniques if you are stressed.
- Take small, frequent breaks rather than just one long break at lunchtime.
- Speak to the employer if you feel that the working environment could be improved.
- Take steps to reduce the time is spent doing the activity – or change how you do it.
- Seek assistance from Occupational Health with regard to the nature of the work or the workstation environment.

**If you believe that you have symptoms, it is important to get treatment quickly.**

### Training and information

It is important for the Employer to give information to workers about the risks of repetitive strain injury

Workers who appreciate the risks are more likely to use the precautions available, but also will be able to recognise early signs and symptoms of RSI. They can then report these and the employer should then take steps to investigate whether the symptoms are due to the workplace and make adjustments accordingly

### Health Checks

The nature of work may not cause symptoms in everyone so a system of regular health surveillance should be implemented.

Health checks should be done on all workers who are exposed on a regular basis, on an annual or possible 2-year basis. New starters should be screened for previous symptoms when they start, and again after a few months to check whether they have started to get any symptoms. Some workers might have had RSI already when they start work.

### Employee Protection

**The Equality Act 2010** covers disabled persons, including those with recurring and progressive health conditions, as long as they have a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.

Under the Equality Act, the employer must also consider making reasonable adjustments such as redeployment, job rotation, changing working hours or buying and/or adapting equipment for a 'disabled' person.

Employers must investigate reported H&S problems and take steps to prevent them.



## RSI: WHAT TO WATCH FOR

In summary, the employer should implement the following:

- Regular risk assessments at least every 5 years and sooner if there have been changes.
- Regular breaks and job rotation and other suitable adjustments.
- The provision of suitable work equipment and suitable workstations.
- Health screening for all workers on a regular basis, preferably yearly.
- Instructions to workers on the symptoms to look out for:
  - Pain
  - Tenderness
  - Heaviness
  - Swelling
  - Tingling and numbness.
- Employers should keep detailed Occupational Health records.
- Employees should report any symptoms and Employers should deal with the cause of the injury.

### Bringing a Claim for Compensation – Time Limits

A person has three years from the date they knew (or ought to have known) that they were suffering from a work-related injury to *either* agree settlement proposals with their opponents *or* issue court proceedings to protect their claim.

**It is important that as soon as you consider that symptoms are work-related that you contact the Union for legal assistance.**

It is also important to seek medical assistance and speak to your Employer.

The three year time limit to bring your claim *could* run from the date that you first noticed symptoms if you ought to have realised that these were work-related.

For more information or advice please contact **Sharon Rigby** at Walkers Union, Part of Slater and Gordon:

mail: [srigby@walkersunion.com](mailto:srigby@walkersunion.com)  
or visit: [www.walkersunion.com](http://www.walkersunion.com)



## NVP's Update

A FANTASTIC EXAMPLE of what we can learn from children took place in the Arndale Centre, Manchester. These Children taught members of the public about climate change and the controlling of the carbon production that we produce. They drew many shoppers into their demonstration by holding up placards and picture boards and a banner which read '**Clean Clever Carbon – and it's Alliteration**'.

These children are the researchers of the future, through after-school clubs in gardening and ecology. We must thank their teachers because this is not on the curriculum, but it gives the children more knowledge to take with them when they leave school/college. It helps to bring out the activists in them – able to speak up against capitalism and the few that want to devastate the planet.

The children took to the internet and researched the issues on global warming – they found that the sea is warming up and this could have a devastating effect to some of the creatures in the sea.

They discovered that we waste around a *third* of the food made for human consumption and this is usually thrown into landfill sites. This creates Methane which is very harmful to the ozone layer above.

These children now want to find out how waste from food production factors into the huge scale of climate change, and what could be done to reduce this waste.

My belief is that the technology we use today is the cause – it is simply running too fast and these firms are putting *quantity* before *quality*.

I look at when I first started at the bakery in Wigan, (*Harvey's* it was known as then) working on the 6sk plant making 1500 loaves an hour, all put through by hand. Now they use a 30sk or 50sk plant which can run over 7000 loaves an hour – all automated. With just a small breakdown at the exit of the oven, over 10,000 loaves could be wasted. If this is then sent to a landfill site it creates more methane.

Hovis, Wigan had a huge problem in waste not long ago, but through listening to the shop floor workers they cut the waste by over 75%. The problem was simple, all the slicing machines had stopped, through the finished goods lines backing up.

The workers then had to pack the bread by hand onto racks or into baskets. With the bread coming off so fast, they couldn't keep up with the amount coming out of the cooler. The barcode reader was not reading the codes and this was causing backups. The company turned the readers off and had them done manually. This became *cost neutral* as the cost of an extra person was covered by the savings in less waste.

In Preston, Lancashire County Councillors rejected planning permission to Cuadrilla to drill four wells to extract shale gas on the grounds of the **Policy EP11**, in the respect that, '*the cumulative effect of the proposal would lead to the industrialisation of the countryside and adversely affect the landscape character.*'

**This is a great victory for the communities and the activists who are demonstrating to keep fracking out of the area.**

Cuadrilla, however, is planning to appeal against this decision and will take it to the government to overturn this decision. **We must help the communities defend their position and prevent this drilling for shale gas from taking place.**

The Tory government energy secretary Amber Rudd has vowed to deliver fracking in Britain. This would be a perfect opportunity for her to realise her vow and overturn the decision of the councillors in Preston.

A British charity that investigates harmful chemicals dangerous to wildlife and humans, emphasised the weakness in the regulations, and the effect to our health if the government carries out its implementation of fracking.

Last year, New York, (with a large amount of shale gas beneath its feet) banned fracking for health reasons. The health commissioner there compared it to *passive smoking*, a risk that wasn't known about for decades. The chemicals involved in fracking have been associated with *breast, prostate and testicular cancer*.

**I ask you to email or write to your MPs to fight against it and keep fracking out of Lancashire and all over the United Kingdom.**

**Peter John Fox**  
**National Vice President**



# THE CALL FOR STRONGER UNIONS

## USING AGENCY TEMPS to replace striking workers will threaten the basic right to strike for all.

Two years ago this September, workers at Hovis in Wigan took strike action and won a landmark victory over increasing zero-hours work in their factory, safeguarding an important source of secure employment for the town.

However, new government plans to allow employers to use agency workers to break strikes mean that by this time next year, their action and the important concessions they won could become impossible for other workers.

### Background to the action

Hovis are a major employer in Wigan, where they've been established more than 50 years and employ over 350 staff. The factory works constantly to provide fresh bread and bakery goods to shops and supermarkets all over the country.

In 2013, workers at the factory became concerned that the employers were reducing the number of full time employees and bringing in more agency workers on zero hour contracts and lower pay rates. Trust between management and the workforce was being eroded, and many were fearful for the security of their livelihoods.

Members of the Bakers, Food and Allied Workers Union (BFAWU) voted for strike action, and staged two one-week stoppages in August and September. It was difficult, but the workers stood together and won support from others across the region. With a third week of strikes planned, the company returned to negotiations and a new deal was agreed with the striking workers.

### The result

Hovis promised to restrict the use of agency workers only to situations where employed staff were unable to cover the shifts, rather than bringing in more insecure workers by default. They also agreed to pay any agency worker with more than 12 weeks' service the same pay as a full-time employee, reducing the risk of undercutting and of dividing the workforce against each other.

BFAWU regional organiser **Geoff Atkinson** said: *"We believe we got everything we wanted. It's a massive victory for us. We are a small union and we took on a company. It should encourage other people. We've proved that if you stick together, you can do away with these unscrupulous contracts. We won't stand for our members being replaced by agency labour."*

The strike paid off, but taking strike action had been a huge decision for the Hovis workers. The strike caused a further deterioration of working relationships, which was only rebuilt following the new deal. Committing to three weeks without pay was also something no worker took lightly. Even the permanent staff were on comparatively low wages and a strike meant a big impact on already stretched family budgets. This commitment to stand together and use their last-resort right to strike ultimately paid off for them all, permanent and agency workers alike.

### ...and in the future?

From next year though, this kind of victory for working people could become impossible. The Government are seeking to overturn a longstanding ban on employers using agency workers to break strikes, alongside other restrictive measures in their Trade Union Bill. The new measures will make the fundamental right to strike almost meaningless.

**Employers would need to be given 14 days' notice of a strike (rather than 7 currently), and would be able to use the time to recruit and train agency temp workers – potentially on zero-hours and minimum wage contracts – to take over the jobs of striking workers.**

The Hovis strike worked as the employer needed to maintain regular production. Using agency temps, they could more easily cope with stoppages, meaning a strike would have much less effect on their business, and removing the last power workers have when faced with injustices at work – withdrawing their labour.

Employment relations are much improved at Hovis now, but had the employer used agency temps to break the strike, this would have totally destroyed trust on both sides. The agency workers themselves would also have faced a stressful situation, being brought in to undermine existing staff. Limited training in operating the machinery, ovens and vehicles at the bakery could have led to real safety risks for people covering strikers' shifts.

We're campaigning against this damaging change and other equally harmful measures in the Trade Union Bill, and we're starting with a petition to Business Secretary **Sajid Javid**, who is leading the move towards overturning the ban on this tactic.

**Please join us and help make this as big as we can, to protect the fundamental right to strike for all UK workers.**

**Sign the petition now!**

**John Wood**





# 2014 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 2014 payments of £669 were made to members of the Unions' Executive Council under Rule 21.1 (p).

**National Officers** – In 2014 the salary and other benefits paid to the General Secretary were £61,702, and to the National President were £60,304.

## 2 Income and Expenditure

Total Income 2014 = £3,266,712

Total Expenditure 2014 = £2,875,601

## 3 Contributions from Members

Contributions from members in 2014 totalled: £2,692,396

## 4 Political Fund

Total Income 2014 = £80,360

Total Expenditure 2014 = £106,098

## 5 Auditors Report to Members

We have audited the financial statements on pages 1 to 15 which have been prepared under the historical cost convention and the accounting policies set out on page 7

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 (Amended)**.

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 16, 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 (Amended)**.

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 or inconsistencies with the financial statements.

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 mis-statement, 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 statements.

### 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 2014 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 (Amended)**.

30th May 2015

Kreston Reeves & Co. LLP  
Chartered Accountants/Statutory Auditors  
Griffin House  
135 High Street  
Crawley  
West Sussex RH10 1DQ

## 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 25.1 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 Conference delegate was supplied with a copy of the full, detailed Accounts of the Union for 2014.

Any member wishing to avail themselves of these Accounts should contact their Branch Secretary. Alternatively, copies of the Union's Accounts for 2014 and the Treasurer's Report are available from Head Office, free of charge, to members.

Ronnie Draper  
General Secretary



# CONGRATULATIONS!

**Janet Goodwin**, Project Worker for BFAWU Learning Services, was presented with an Award from Leicester College on 2nd July for the recognition of Support given to Leicester College throughout the year 2015.

Janet had found out about the award but thought it was an award for the *whole* of the Learning Services, so she was shocked to find out that it was actually recognition for her hard work and effort, and even

more shocked when Munawara from Leicester College arrived in the middle of our National Steering Group meeting to present it to her.

She had to pose for her picture without any prior warning. She needn't have worried as she looks lovely and the sun was shining. Well Done Janet! (and, of course, the rest of the Learning Services Team)

*Keep up the good work!*



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Campaign leaflet 2015

# www.polska-uk.com

Masz problem w pracy? Jesteśmy tu by CI pomóc.  
Any problems at work? We're here to help YOU.

**Polub i udostępnij nas na FB**

Wykorzystaj szansę na wygraną rocznej subskrypcji związkowej!!!  
Wśród osób, które polubią i udostępnią naszą stronę **Facebook/polskajukej** na swoim profilu rozlosowane będą nagrody, między innymi darmowe członkostwo w **BFAWU** na cały rok!



**Like and share us on FB**

For a chance to win union membership for a year!!!  
Prize draw for all the people who will like and share **Facebook/polskajukej** on their profile  
You can win union membership in **BFAWU** for a whole year and enjoy all the benefits of being a member!!!



**T THOMPSONS**  
SOLICITORS

\*Obowiązują regulamin umowy

\*Terms and conditions apply



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# JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

Application forms from any Shop Steward or, to find out more, complete the form below

## WANT TO KNOW MORE?

### BAKERS, FOOD & ALLIED WORKERS UNION

FREEPOST RTKG-RJRE-CJAT

Stanborough House

Great North Road

WELWYN GARDEN CITY

AL8 7BR

*I would like to know more about the benefits of belonging to the Union:*

Name (Block letters) . . . . .

Address . . . . .

. . . . . Postcode . . . . .

Contact Phone . . . . . Email address . . . . .

Where employed at present. . . . .

Occupation . . . . .

Signature . . . . . Date . . . . .

Please complete details above and hand to your local representative, Branch Official, Regional Office (for addresses see above) or send to Head Office at the FREEPOST address shown.