



MARCHING INTO THE 21ST CENTURY
THE CASE FOR UNIONISING OUR
FORCES



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EDITOR'S NOTES

"With a general election on the horizon the choices couldn't be starker: more austerity, public service cuts and the certainty of further privatisation of the NHS or a socialist manifesto for change under Labour"

Ronnie Draper @ronniebfawu

THERE IS AN OLD SAYING that a week is a long time in politics but judging by the shenanigans that have graced the Palace of Varieties over the last couple of months 10 minutes is a considerable time, particularly if like me you are an avid watcher of the BBC Parliament channel.

Just when you think things can't get any worse, along comes Bozo BoJo to bring his own inimitable brand of lies, deceit and deception to an already discredited government.

Brexit now means...?

Irrespective of which side of the Brexit debate you might find yourself supporting, the fact that the country has a reckless Prime Minister who is willing to commit the UK to a no deal exit to save his standing with the right of the Tory party, borders on insanity.

Just like his promise of £350m a week for our NHS, his statement that a no deal Brexit is a *million to one chance* has disappeared into the ether, to be replaced with uncertainty and confusion exacerbated by the leaking of the *Yellowhammer* document.

It appears that this government stumbles from disaster to disaster on a daily basis with no sign of an end and leads me to question whether Yellowhammer really is a worse case scenario or whether it is a ploy to condition people into accepting something slightly less harsh with a sigh of relief.

Up for the fight!

None of this matters to Boris as he can act like a buffoon whilst convincing some of the public that all the problems are caused by Jeremy Corbyn and the Labour Party. He tells us that Corbyn is scared to go to a general election which is a total lie.

Let us be clear. Labour wants a general election, but it was important that the threat of a no deal was taken off the table before campaigning started. *Clearly this was just another ploy to deflect attention away from the ineptitude of Boris and his cabinet.*

I keep hearing traditional Labour voters say they won't vote Labour whilst Corbyn is in charge, but surely politics has to go beyond personalities. Surely a progressive manifesto trumps what someone looks like when it comes to delivering a better life for our children and our children's children.

Change is coming – we just need to be ready for it

At the TUC a couple of weeks ago, Jeremy and Laura Pidcock launched their vision for a **Ministry of Employment**, which included long-standing BFAWU policies like a minimum wage of £10 for all over 16s, the abolition of zero hour contracts, employment rights from day one (instead of the Tories' 2 years) and an extra 4 statutory holidays.

Put this on top of the biggest social house building programme ever, the chance for our children to go to university without the burden of thousands of pounds of debt, the renationalisation of our railways and key utilities and, of course, a commitment to a fully-funded NHS including social care and mental health investment.

The choice is yours: make it wisely!

With a general election on the horizon the choices couldn't be starker: more austerity, public service cuts and the certainty of further privatisation of the NHS or a socialist manifesto for change under Labour.

Yes, some with short memories will be lured to the Fib Dems because of the promises of what they will do if they get into power (which they won't) but we shouldn't forget the coalition they formed with Cameron in 2010 and how their pledges on education were quickly dropped for the promise of power. Then there is the smiling assassin, multi-millionaire Nigel Farage, the guy from down the pub who portrays laddish behaviour while pushing near-fascist doctrine. *A vote for either would increase the chances of a return of another Tory regime and the very real chance that Bozo will become ringmaster.*

Young climate activists show the way

At the TUC in Brighton early in September, I had the pleasure of talking with a number of schoolchildren who were campaigning for the **Youth Climate Strike** on the 20th September and was amazed by the passion they demonstrated to ensure future generations have a greater understanding of the changes necessary to reverse the damage done by generations past.

However, the reality is that it is not just the responsibility of the young to enact change, we can **all** play a significant role and that should start *today*.

Learning (and applying) the environmental lessons

I know some workplaces were looking at what actions they could take to play their part in the Earth Strikes, but surely the most significant role we can play is to look at how we physically bring about change. Environmental audits in the workplace can be transposed into the home:

- Can we use less plastics?
- Do we need the heating on so high?
- Can we recycle waste water to use on plants?

...all small but significant changes that will have a cumulative, positive benefit for our future.

Finally, the TUC unanimously carried the BFAWU motion on the public ownership of energy, agreeing that we need to invest in more renewable forms of energy like wind, solar and tidal sources instead of the present systems that are often polluting and always expensive, with many under the control of foreign companies, profiteering at our expense,

Change is coming – we just need to be ready for it.

Ronnie Draper
General Secretary



NATIONAL PRESIDENT IAN HODSON

"We are a proud Union with a reputation for punching above its weight. We are fiercely independent, proud of our heritage, proud of our achievements and proud to be a Union that won't back down from any bully, no matter the size"

AT OUR 101ST ANNUAL CONFERENCE, I spoke about our proud history going back to 1847 and the legendary members of the BFAWU (and its previous incarnations) who have stood up and given their analysis of both work and world affairs down the years.

Shared ideas debated at our Conferences have gone on to become policies of our Union that have not only inspired action and changed lives, but have also been adopted by the wider Labour Movement. We should always recognise that what we discuss and agree on at Conference actually *matters*. Our strength comes from our ability to stand up for ourselves but more importantly, for each other. We can achieve far more together as a collective, that we can in isolation. That's the very essence of Trade Unionism.

Our Representatives are the lifeblood of our organisation which is why I'm going to use this column to highlight the need to rebuild this Union with a strong, rank and file-based approach that centres on raising standards, tackling inequality and ending the injustice and exploitation that we see in far too many workplaces.

This is a time to renew, a time to put the power into the hands of our Representatives, members and activists. From the way we organise and communicate, right the way through to our education programme and courses, we intend to focus on our grass-roots and make everything we do relevant to the food industry and those who work within it. We must be absolutely on-point, informed and at the cutting edge in terms of the day-to day matters of representing our members and helping them to deal effectively with any issues they may face. Our organisation needs to re-evaluate the way it uses its resources, the way it engages with its members and whether or not our offices need modernisation. If anything is outdated or archaic, it needs to go.

As proud as I am of our Union, I have a stark warning for you – we are in considerable danger now

We are a proud Union with a reputation for punching above its weight. We are fiercely independent, proud of our heritage, proud of our achievements and proud to be a Union that won't back down from any bully, no matter the size, but that doesn't mean that we should be happy to stagnate in terms of the way we operate.

Throughout our history, the food industry and its workforce has seen many ups and downs and been on the wrong end of many a government agenda. Despite this, the BFAWU has continued to survive – independent in thought and deed, representing food workers and their families.

However, both our history and legacy are at risk of amounting to nothing much more than a shadowy memory of ‘good ol’ boys’ who were always up for a drink and a bit of revolution. As proud as I am of our Union, I have a stark warning for you – we are in considerable danger now. In the last year, we have lost 1000 members across the UK and Ireland, albeit for many different reasons and not all of them avoidable.

This situation has unfortunately resulted in ending our association with Region 6 (Southern Ireland) and we will miss their contribution, their friendship and their solidarity. We simply can’t continue to haemorrhage members at the rate we are currently. If this trend continues, we will be at significant risk of no longer being able to represent food industry workers as an independent Trade Union.

Our fellow Unions, the Labour Party and our community allies regard the BFAWU in high esteem. They see us as *radical, forward thinking, progressive organisation*.

They see us as a leader within our Movement; pulling other, more cumbersome Unions along in the right direction and they are right to view us this way. From our Union’s creation in the 19th Century, we have led the way on so many issues – particularly in Health and Safety, from the abolition of cellar-baking, through to baker’s asthma, mesothelioma and workplace temperature.

Yet inside our Union, we have become increasingly backward looking and out-dated. We repeat the same mistakes over and over again. We use methods that were effective for their time, but are just not right for today. If we love this Union, if we understand that our organisation is the only relevant vehicle to express the collective power and voice for those working in the food industry, then **we need to fight for it**. We need to up our game and do whatever it takes to modernise, re-build and grow our membership-base.

We cannot rely on the goodwill of the bosses to improve our lives and the lives of our families and, as we see on a daily basis, we cannot rely on our wretched, self-serving and inept political classes to help us either.

Every single piece of legislation that exists to protect our rights at work wasn’t simply handed to us on a plate. We had to fight for them – one step at a time, one conversation, one meeting, one strike at a time, one picket and **one victory at a time**.

Without this Union, it would be open season on food industry workers. Terms and Conditions, Health and Safety and any notion of long-term job security would be a dim and distant memory.

We need to exist, not just to protect members in our existing, recognised sites but to recruit workers in other sections of the food industry, many of whom are on exploitative contracts, and help them to push back and improve their lives. Their struggle, is our struggle.

Change can be daunting, but it remains the key part of survival. Doing things a certain way because it’s the way it’s always been done has led to a membership in decline and withering Terms and Conditions for our members. We must address this, and change.

Our Executive Council has recognised the challenges we face, and has already started to take bold action that will protect our Union; not just to reverse our decline, but to grow and grow big.

Building a strong, united, fearless Trade Union that is fit for purpose for generations to come is the goal, and we need everyone to play their part. It’s either that, or oblivion.

Solidarity!

Ian Hodson
National President

GRADUATION DAY AT FOX’S BISCUITS, BATLEY

AFTER ANOTHER SUCCESSFUL year for the Learning Services at Fox’s Biscuits Batley, students were invited to a Graduation Day where they received their certificates. These were presented by the Factory Manager, **Stephen Mulligan**, together with BFAWU General Secretary, **Ronnie Draper**.

The Learning Services, with the support of Chesterfield College, have now started their next run of courses, including *English, Maths, I.T. and Mental Awareness...* and hope to continue for years to come.

Top: Proud Learning Services course graduates holding their certificates and their future in their hands

*Below (L to R): **Stephen Mulligan** (Factory Manager), **Mark Dickens** (Branch Secretary) and **Ronnie Draper***



THE CASE FOR UNIONISING THE FORCES

WITH THE MILITARY'S complaints system being called '*fundamentally dysfunctional*' and its justice system '*second rate*', we look at calls for expanding the rights of military personnel and allowing self-organisation through unionisation.

The military's internal complaint systems is 'investigation of the MOD, by the MOD, for the MOD'. It is '*fundamentally dysfunctional*' and '*not only ineffective but counter-productive*'. Beyond the system's veneer of fairness, proper operation is made impossible by a military institution '*blinded by rank and culturally unable to decide complaints fairly*'.

The system, in some cases, is so decrepit as to throw up situations for service personnel so nightmarish that '*Kafka could not conceive [them]*'. It leaves the MoD with no incentive to change the status quo and preserves intact the military's '*unconscious predisposition to isolate, exclude and punish complainants*'.

Dear Sir/Madam/Councillor/Mayor/MP/MEP,

I thought I would forward this article to you and your colleagues as a point of interest and to see if you could forward it on to any Trade Union links.

I believe that in order to move the veterans community and the military over to the Left it is key that we support and advocate their right to organise as in Germany alongside a few Scandinavian countries. The MoD and Central Government continually fail to safe guard our Armed Forces Community and carry out their duty of care, be it serving members, veterans or dependants.

Only a union will stop this continued abuse. I believe that organising veterans within the existing Trade Union and Labour Movement in the form of 'Veterans Forums' and identifying veterans as a vulnerable group in society would be a practical first step towards achieving this aim.

Thank you for your time and solidarity with the Labour movement. Please feel free to forward this email wherever you think it will help and/or contact me and Cllr Roy Gladden, Liverpool Armed Forces Champion if you wish to lend any support to this or any other veteran related issues.

Onwards,

David Andrew Gannon
L'pool Labour Local Campaign Forum
Wavertree CLP Armed Forces, Veterans & Families (AFVF) Lead
Tel: 07866523257

Their written evidence to the Defence Select Committee's inquiry into the work of the Service Complaints Ombudsman is struck through with a real desire to improve the lot of service personnel.

Both officers note that UK military personnel, unlike normal workers (soldiers, sailors and airmen are excluded from the legal definition of workers), cannot organise collectively – not even along the union-lite lines of the Police and Prison Federations neither of which, critically, can withdraw their labour and strike.

Both seem to recognise this leaves military personnel uniquely vulnerable to the excesses of their bosses.

However, neither calls for a union or federation, even one along the lines of those

This is not a critique offered by a liberal NGO – rather, these are the words of two 'company men', senior officers with long careers in the RAF and British Army. **Major Ross Macleod** and **Wing Commander Graham House** served for decades.

common in a number of allied nations in Europe. The Netherlands, for example, has a long tradition of military trade unionism – a fact which has not stopped Dutch troops fulfilling their operational role in, for example, Afghanistan.



The barriers against unionisation

Beyond the legal limits on personnel raising their own defence there are other barriers. Some have long argued – though never very convincingly – that allowing soldiers, sailors and airmen to defend their rights and pursue their needs would be to hand them a licence to *mutiny*. They point to a galaxy of charities, including the Royal British Legion and family associations who claim the welfare of serving personnel is their remit. Even the British Armed Forces Federation (BAFF) which rejects the idea that the military trade union question hinges on ‘fantasy activities’ such as going on strike or voting on battlefield decisions, has nevertheless always taken the position that ‘*traditional trade union status would not be the right format for a body representing British armed forces personnel.*’

In 2006, the deaths of four young soldiers at **Deepcut Barracks** led to serious concerns about the complaints process and external oversight. A Commissioner was created to help personnel access the complaints system and report annually to Parliament. Every report from 2008 – 2014 criticised the efficacy and fairness of the system and said the commissioner didn’t have enough power to change things. New reforms were therefore announced, including streamlining the complaints process and introducing the Service Complaints Ombudsman (SCO) who started 1 January 2016.

Evidently, despite these numerous reforms and changes, the system is still not fit for purpose. Despite the failure of the service complaints system and the SCO, neither generals nor welfare organisations nor BAFF have suggested any coherent alternatives for personnel beyond ‘*put up or shut up*’. The real-world issues facing service personnel (problems which the various incarnations of the SCO have failed to address) are things like pay, benefits, housing, health and safety at work, rifle bullying and discrimination: bread and butter issues for a union or federation.

Unions are the most basic self-defence mechanism for working people and self-organisation has been the main historical driver for increase in standards of pay, conditions and quality of life. Amnesty International says: ‘*The right to form and join trade unions, to collectively bargain and to strike are universal human rights.*’ This ‘human rights’ element is key – the British forces, devoid of a union and stuck with the military’s internal and inadequate complaints system, were this year considered so poorly treated by the system that the charity *Liberty* set up a human rights helpline.

‘Universal Human Rights’

This issue of rights is especially pressing at the moment given that the current Conservative government is trying to pin back, rather than deepen, soldiers’ and military families’ rights. They are attempting to derogate from the European Commission on Human Rights (ECHR) while framing the move as an effort to protect soldiers from *legacy prosecutions* – such as those which have emerged from Iraq, Afghanistan and Northern Ireland.

The reality is that an internal system handling complaints can never truly serve the best interests of personnel, as the needs of the military will always ultimately come first. At the second inquest for Geoff Gray, who was 17 years old when he died at Deepcut barracks, an officer admitted that the needs of the Army come before the needs of individual recruits when it comes to welfare.

Some politicians have recognised that the issue is worthy of consideration. The SNP’s Martin Docherty-Hughes formulated an **Armed Forces Representative Body Bill** and started pushing for a debate on the topic in June 2018. When interviewed by *The National* newspaper, he argued that:

‘*My Bill is entirely focussed on the interests of service personnel and their families – which I believe are best represented when they speak with one*

strong voice, and on issues like the 1% pay freeze, or ongoing worries about the state or service accommodation, it would be a vital step to ensure that armed forces personnel can improve their working and economic conditions.’

The same article captures something of the struggle between stakeholders, with the Naval Families Federation arguing: *There are a number of mechanisms in existence outside the armed forces that advocate on behalf of serving personnel such as the Armed Forces Pay Review Body (AFPRB), the Service Complaints Ombudsman (SCO), the Forces Pension Society (FORPEN), the Royal British Legion (RBL) and the Families Federations (FamFeds).* The Naval Families Federation insisted that no serving personnel and families had raised a ‘need for an overarching statutory representative body.’

Prospects

Most of the bread and butter issues facing military personnel would be best resolved by a union-type organisation.

Initially this is most likely to be a *federation* without the right to strike. Opposed to the advancement of military personnel’s condition are Generals – on the basis of a series of discredited arguments, and family federations and charities who claim to be able to provide some of the functions of a union. A number of militarily-active NATO allies already have unions and federations with *no apparent effect on operational capacity*.

A small number of individual politicians, veterans and organisations recognise that something is seriously amiss in the UK military which current processes cannot address. A section of these are in favour of deepening and expanding military personnel’s rights and allowing them to organise to do so. **ForcesWatch** is one such organisation among them. For more information, visit their website:

www.forceswatch.net





THE FORGOTTEN WORKERS

Working in Multiple Low-paid Jobs

by

Andrew Smith

and

Jo McBride



WE ARE FORMER trade union representatives who are now academics specialising in employment studies and industrial relations.

We have been working closely with the Bakers Food and Allied Workers Union (BFAWU) representatives, along with the TUC and other trade unions, on a research project focusing on low-paid workers who need to work in multiple jobs in order to make ends meet. This is the first study in the UK to examine these issues and it relates to many core BFAWU policies and campaigns.

Low-paid work

There is growing interest in issues of low-pay, the 'just about managing' and insecure work from academics, policy makers, trade unions and wider society.

The UK currently has record levels of employment, with 32.6 million in work, and successive governments have viewed employment as the best route out of low-pay. However, many workers and their families continue to struggle to survive financially. Indeed, it is estimated that there are currently 5.75 million workers paid below the Real Living Wage.

Yet what is missing from these statistics is any reference to the daily realities of people who have to work in more than one low-paid job, not out of free choice, but to make ends meet. Our study is focused on the working lives of these people, who we term 'The Forgotten Workers'.

The Forgotten Workers

We have interviewed 50 low-paid workers in genuine employment in the regions of Yorkshire and the North-East of England. We expected to speak to workers with 2 or 3 jobs, but were surprised and alarmed to find a number with 4, 5, even 7 different jobs.

The majority of the interviewees were women, and ages ranged from late-teens to sixties.

Regarding education, a minority had no qualifications, but many had NVQs, GCSEs, 'O' levels, 'A' levels, good quality degrees and even masters' degrees.

The workers we interviewed were employed in cleaning, catering, the entertainment sector, the care sector, bar work, restaurants, security, DIY, social services, public services, libraries, education, retail, administration, accountancy and information technology services. These occupations spanned the private, public and third sectors. In terms of employment contracts, there was a combination of full-time, part-time, agency, temporary, seasonal, term-time only, casual and zero hours.

Zero Hours Contracts

Of the 50 workers we spoke to, 29 worked either zero hours contracts (ZHCs) or highly variable hours that could range from 0 up to 60 hours per week. Despite the 'popular' claims that workers prefer zero hours work, none of the workers we interviewed chose such work, it was 'all that was available'.

Furthermore, there is no transparency over how working hours were allocated. Workers were contacted by managers via phone, text, e-mail or even Facebook and knew that they were pitted against other workers who also wanted the hours and wages. Many were fearful of turning down shifts believing that they would not be offered shifts again.

All of those employed on ZHCs or short-hours contracts had multiple jobs out of necessity, and there are serious issues over unpredictable and insufficient hours, which consequently impacts on earnings. Interviewees spoke openly and candidly about 'trying to acquire more hours' and 'scrambling' to earn an income.

This was often very stressful because earnings and income were unpredictable, making it difficult to plan ahead. Indeed, this worker would be better off out of work!

"I am on a zero hours contract, but the dole is better. Even though you have to go in and get scrutinised every single week, you get more money from the dole. I think it's bad that when you're working, you're earning less money than if you weren't working!"

Jack, 2 jobs

(ZHC care sector, PT bar work)

Working Time Complexities

The employees we interviewed worked complex, segmented and elongated shifts that regularly cover unsocial hours. Therefore, workers experience difficulties and frustrations of attempting to merge low-paid work with family life. Indeed, many workers were excluded from organisational policies as they are seen as 'peripheral' staff. Yet, there were also inconsistent managerial practices, with some managers unaware of national management-union agreements. The pressures and complexities of low-paid multiple employment are articulated by one worker:

"I'm exhausted. I get up at 4:30 in the morning. I leave the house at 5:10 for a 6am start and 10am finish. Then I come here [to my second job] at 11am and I've got all day here. I finish at 4pm here, get across the water and go to my son's and get a sandwich or something and then go to my next job. That one is five nights a week and it's very hard. The evening job is really hard. I get really tired when it's about 8pm. It's about midnight when I get to bed. But if I didn't do these jobs I wouldn't be able to live. I wouldn't be able to survive."

Anna, 4 jobs

(2x cleaning, 1x catering, 1 x retail)

The Causes of low-paid Multiple Employment

The causes and consequences of low-paid multiple employment are related to the creation of a deregulated 'flexible' labour market. Recent research by the Joseph Rowntree Foundation highlights the expansion of insecure work. Also, the TUC reports that only 1 in 40 jobs created since the recession is full-time.

The workers we interviewed had to acquire additional jobs as a result of low wages, limited working hours, underemployment and job insecurity. Additional causal factors are the proliferation of part-time, zero hours contracts, temporary and casual contracts, along with the agencification of work.

Improving Working Lives: The Importance of Trade Unions

The changing world of work has thrown up a range of challenges and the voices of the Forgotten Workers can no longer be ignored. These workers are not in these positions out of choice, these were the only jobs available and they had to work in more than one job due to low wages, limited working hours and opportunities.

Our research affirms the necessity for the adoption of the Real Living Wage, which is set at a level at which people can afford to 'live'. Along with a recommendation for more effective wage regulation, there also needs to be stronger regulation of working time arrangements with guaranteed hours.

We recommend guarantees for the provision of more secure jobs with decent working hours and opportunities for progression. Employment protection and policies need to be updated to face the changes that work and the wider labour market are undergoing. Finally, trade unions need to adapt to try and represent those in low-paid multiple employment.

Our contact details

We are very keen to work with BFAWU officials and representatives to improve working lives for members, please feel free to contact us. Our details:

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**£15 AN
HOUR –
LIVING NOT
MERELY
SURVIVING**



MANDY AMBROSE
BFAWU EC Member

MY UNION, THE BFAWU, has decided that we're going to fight for a minimum wage of at least **£15 an hour**. We're going to start in London.

The time is right to demand wages that mean we can *live*, not just *survive*.

I work as a hygiene operative at Warburtons in North London where I earn just over £10 an hour. *But I'm still just living hand to mouth.*

The cost of living is so expensive – rent, deposits and travel. Our demand for £15 an hour is about recognising that real people deserve a wage that means they can live not just exist.

Twenty years ago you didn't see the number of homeless people that you do today. It breaks my heart. People just can't afford the rent. You didn't see that 20 years go. It shows we've gone into reverse on poverty, and especially in-work poverty. Demanding £15 an hour is about saying *it doesn't need to be like this*.

The Living Wage Foundation calculates the living wage including benefits to meet your basic needs. But you shouldn't have to be on benefits if you're working.

Claiming benefits has always been stressful, and it's got even worse with Universal Credit, they make it so complicated. Employers should already be paying a decent wage so people can improve their lives without benefits. They need to be held to account.

This is a rich country and people shouldn't be in poverty when they are taking the initiative every single day to work, to make a better life for themselves and their families.

I support my two young adult children with only my wage coming in. I am extremely proud of them. They are the young people they are because they've seen the struggles I face. I don't have any savings. I can't fund their university education, or help with driving lessons. With only one wage coming in, I can't support them as I'd like to.

Life on low wages is stressful. You develop a numbness to it. You get on with it and make the best of a bad situation. Despite the challenge, I've always tried to stay grateful that I do have a job.

Seeing this has taught my children respect for me as their mum. They see that they're fed, they've got warmth, and food on the table. They understand that I can't give them what I'd like to give them. This is my reality and reality for many, many others.

My father came to Britain in the 1950s when signs saying '*no dogs, no blacks, no Irish*' were a common sight. He would walk for miles to look for work. As a young black man he saw the benefits of trade unions and became a member of the RMT. He has been my mentor, my tower of strength, and knowing what he went through makes me know I've got to keep going. He put the labour movement in my blood, and now I have the honour of being on the Executive Council of my union. It humbles me.

Claiming benefits has always been stressful, and it's got even worse with Universal Credit, they make it so complicated

We have a lot of work to do in our union. Demanding £15 an hour is about saying what we aspire to. We're starting in London, but it can spread nationwide. Our members are 110 per cent behind it. They know the struggles and challenges in life that we all face. We're all determined to make it happen.

We know this is what real people want. Trade unions are there to be pioneers, to lead the way and make life better for people.

We know we will conquer and we know we will win.

This article first appeared in *The Morning Star*.

WE SHALL OVERCOME!

ON SATURDAY I WAS SO PROUD to be awarded the *Golden Spade Award* at this year's Wigan Diggers Festival, even more so because it was handed to me by last year's winner, my *We Shall Overcome* little brother, Joe Solo.

That award is given in recognition each year of '*making an outstanding contribution to the cause of making the earth a common treasury for all in the spirit of Gerrard Winstanley, founder of The Diggers*'. I accepted it on behalf of absolutely all the *We Shall Overcome* community who make a difference every day to people who are struggling under the effects of Austerity – the hungry, the homeless and those in poverty.

We Shall Overcome was born five years ago after the General Election and was originally the idea of Joe Solo, Steve Goodall, Tony Wright, Matt Hill and Jamie Bramwell – they planned protest gigs in their own home towns to raise donations to help their own communities. Having opened it as a group on Facebook, the response was incredible – hundreds of gigs and events followed the length and breadth of Britain – and even in Europe and the U.S. too. I have been personally involved from the start and in year two, joined the original Gang of Five, along with Val Colvin, Pete Yen and Steve White to help with the huge job of co-ordinating *We Shall Overcome*. Organisers from that first year are still with us, running more events and new people are constantly coming on board – making us a huge community of musicians, poets, promoters, activists and normal folk who want to make a difference. We have always said that we have a raised fist and a helping hand – and that we are about *solidarity*, not *charity*.

We Shall Overcome in Ashton runs out of **The Station Hotel**, the pub I run for my brother, Andy. It's a proper community pub with real ales, live music and a welcome for everyone. It may be held together with gaffer tape and a prayer but it is a home to those who need us. Every day we make up and give out packed lunches to the homeless and those who are hungry – that's grown to be around **60 a day** now as well as the weekly food parcels that we make up for people who are sanctioned or struggling and for families where children are living in food poverty. *See the photos on the next page.*

That is so very important, because by visiting us each day, many of those homeless men and women have learned to trust and have allowed us to help them to access professional help. For many who were deemed to be 'low priority', 'intentionally homeless' or where there was 'no duty of care', we have helped them into homes of their own... today the 312th person that we have helped into their own home has got his keys after over five years of rough sleeping *in a tent*. His dreams for his new home were to lie in a hot bath until he went wrinkly, to watch the rain through the window while drinking a big mug of hot chocolate, to make cheese on toast and eat it in front of the TV, go be able to go to the loo and then wash his hands...the things we get to take for granted.

There are so many stereotypes reeled off about homeless people – that they are all scroungers, junkies, drunks, criminals. Of course, some of them do have addiction issues, some of them do steal and many of them are on benefits – but if you had to live out there, vulnerable to assaults and abuse, scared to go to sleep at night, having people ignore you or worse, spit at you or urinate on you, then you may well do whatever it takes to make yourself numb as well.

More and more though, the people I am helping are homeless because of marriages failing, after racking up arrears and being evicted after losing a job and mired in the delays of claiming Universal Credit or having been forced into financial difficulties because of *zero hours contracts*. These are the people who have paid into the system but who are then let down by it.

Many are homeless because of the greed of private landlords and due to the shortage of affordable housing. Some are care leavers who have endured trauma as children, survived living in care and then at 21 are left with no support – others are people with complex mental health needs and again struggling with less support than ever due to austerity cuts. Others are victims of domestic violence or are people left homeless after bereavement... the list goes on and in so many cases, there but for the grace of God go you or I.

The life expectancy of a male rough sleeper in the UK is just 42 (it's lower for the women) – and every day they are dying on our streets. Until last year, there weren't even statistics kept to record the number of homeless deaths.

So these are the people that I spend my life trying to help – and I don't judge anyone, I don't turn anyone away. I always say that what we do is *to change the world one life at a time* – and I would dearly love a day where I didn't cry, but I can't see that happening any time soon. What matters though is that every day, I and the rest of the *We Shall Overcome* family, along with volunteers and activists in all our towns and cities will keep on trying to make a difference and to save lives out there on our streets. Joe always says "*We fight till they lose*" and that is something that I am determined to live by.

I was incredibly proud recently to march for democracy at the Peterloo rally with the members of BFAWU and to meet some of your great members – and to see them again at Wigan Diggers Festival. I'd like to give you my love and my respect in solidarity with a great union. **Thank you for reading this.**

Pauline Town
We Shall Overcome



We Shall Overcome

continued



...a huge community of musicians, poets, promoters, activists and normal folk who want to make a difference.

We have always said that we have a raised fist and a helping hand – and that we are about solidarity, not charity.



Packed lunches and hampers for those in food poverty – one way to help



Another way to help – our 312th person rehomed in a safe, comfortable place with a bath you can stay in until your toes wrinkle up!



At TUC CONGRESS, trade unions have vowed to fight for a New Deal for workers, to campaign to improve pay and working conditions.

We want a new deal for working people – no matter what background you come from you should have the same opportunities. Working people need decent funding for public services, secure well-paid jobs and the ability to plan for a decent future.

If anyone thinks Boris Johnson is for the working class then they are sadly mistaken. His sole aim is to carry on pushing through Austerity to make his millionaire friends even richer. He is bent on creating a *Pay As You Go* health service like the USA. Donald Trump is waiting, rubbing his hands in anticipation.

Ronnie Draper our General Secretary spoke at various fringe meetings and praised the youth movement within our union – how the word about the benefits of being in a trade union is being spread through the use of *Twitter*, *Snapchat* and *Facebook* and so on.

Ronnie seconded the motion for **access for trade unions**. We need to change legislation to stop employers simply saying 'my employees don't want a union'. The right to access was passed in New Zealand and it instantly stopped employers in their tracks. Trade unions could talk direct to individuals with no interference from management. What happened in New Zealand was ground breaking and **Unite the union** now have recognition in McDonald's.

Ronnie moved the motion, **Climate crisis and a just transition**. We have to praise and support the young people who are showing us the way. We only ever win anything with bold and courageous actions and that is what they are doing: **20th Sept Earth Strike, 30mins of Action**, for example. We need to upskill people, create green jobs – to find energy solutions.

- **Save our Steel** – Since 2015, unions have been campaigning to save the British Steel Industry. The government at present only purchases 48% of steel used in large projects from Britain. So once again the majority of steel is imported (wonder which of the Tory cabinets members are seeing profits from this practice).

- **Equalities Act.** 10 years on is it *fit for purpose*? Consider Austerity cuts – benefits cuts for single parents/disabled/minorities. Universal credits, food banks. Tribunal fees. Harassment for union reps. Equal pay – 8/10 women work for an employer that pays men more. End 2nd class treatment. *Without equality there can be no justice.*
- **Trade union rights.** Industrial action ballots – vote on line, by phone, MS, we are in the 21st century. Postal ballot to continue to be an option. We need to find ways to engage with the membership, have greater interest and better results/turnout for ballots.
- **Over 75s TV licences.** Military veteran John McDonnell, 80 years young, told his story and said his generation had earned their free TV licences. Union members voted massively in favour of keeping free TV licence for the over 75s.
- **Bullying/Harassment.** This is the 2nd biggest issue at work after *stress* – mostly in the under 30s. We should all be working towards better training, more safety reps, more facility time in our workplace. A good workplace should/will have a whistle blowers policy in place.

Jeremy Corbyn addressed Congress on **Britain Today**. It is a sad reflection of today's society that workers in the Houses of Parliament need a foodbank to ensure they have enough to eat. The idea that Johnson is on the side of the people is *ludicrous*.

Jeremy pledged to bring Rail, Mail and the National Grid back into public ownership... to go after tax dodgers, bad employers, and bad landlords to create a better future *for the many not the few*.

Throughout Congress you could feel that change is coming. That there has never been a better time for a general election. This year we will get Jeremy Corbyn into number 10.

Unity in Strength

Lizzie Dinning
National Vice President.



TACKLING MENTAL HEALTH ISSUES

IT'S TIME TO END the stigma and end the discrimination around mental ill health. The following is designed to assist Safety Representatives to ensure we tackle what has become one of the biggest issues facing workers today. The National Safety Committee believe we need to take this issue seriously and we would encourage all our branches to take part in the campaign.

What needs to happen?

- **High level commitment to challenging the stigma that surrounds mental health issues.** This requires senior management to commit and provide the resources.
- **A recruitment policy** that does not discriminate against those with mental health conditions. The company with nothing to fear will welcome the opportunity to ensure it operates a fair recruitment policy.
- A review of **sickness absence policies** to ensure they do not discriminate against those with mental health conditions.
- **Early access to occupational health services.**
- **Training all staff on mental health** (jointly with the BFAWU).
- As line managers are expected to deal with workers' attendance then it's essential they have been **trained to be aware of issues** relating to Mental ill health.
- The provision of an **Employee Assistance** programme.
- Strong **anti-bullying and harassment procedures.**
- A **stress management** policy.
- If there are Mental Health First Aiders, **a system of support** for them, including regular meetings. The BFAWU safety reps and stewards clearly must be involved both in working with their employer around mental health and supporting members with mental health problems this will help in removing the fear, stigma or any discrimination.

What are Mental Health First Aiders?

Mental health first-aiders are trained to recognise the signs of mental ill health and provide initial support, in much the same way that physical first-aiders provide immediate help in response to an injury or physical illness to prevent the condition worsening.

Introducing mental health first-aid provision in the workplace may mean that employees are able to access help at an early stage, to prevent a mental health issue developing or becoming more serious. It can also promote a workplace culture where people who experience ongoing mental ill health feel supported and able to continue working, or to return to work successfully after periods of absence.

Employers need to take Mental Health seriously

Mental ill health is a major cause of sickness absence. Conversely, 'presenteeism' (where people feel obliged to attend work when they are not well enough, potentially slowing recovery) can also be an issue connected with mental ill health, as employees may be reluctant to acknowledge or seek help for a mental health issue. Sickness absence and presenteeism both have a significant impact on productivity. The Government-sponsored *Thriving at Work* report estimates that poor mental health costs employers between **£33 billion and £42 billion a year**, due to absence, presenteeism and staff turnover.

Responsible employers will take an interest in their employees' wellbeing regardless of the business benefits, but an employer who takes active steps to protect and promote the mental health of its employees can potentially see an impact on *absence levels, retention and productivity*.

Managers need to understand stress, distress and mental illness, and how to minimise these and offer effective support, irrespective of whether or not the poor mental health is related to organisational factors. The organisational costs of poor employee mental health extend beyond the direct cost of absence related to mental ill health to, for example, raised staff turnover and lower productivity.

Poor management leading to decreased wellbeing can also result in less tangible indirect impacts including reduced employee morale, low levels of engagement, employee errors and erosion of trust. Reputational damage may also occur in the event of a high-profile employment tribunal claim, as long-term mental illness is a disability under the **Equality Act 2010**.

Promoting good mental health and supporting employees who have a mental health problem can boost commitment to and engagement with the organisation, and enhance employee retention, productivity and performance levels.

Sickness absence, staff turnover and employee morale

Whether or not employees have a pre-existing mental health condition, it is clear that workplace practices can impact on their mental wellbeing. Poor practices can lead to significant ill health through *stress*, *burnout* and *poor management*. There is a clear financial business case for employers to take positive steps to improve workplace practices.

The Office for National Statistics data shows that, in 2016, **15.8 million days were lost** because of poor mental health (including stress, depression, anxiety and more serious conditions), accounting for 11.5% of all days lost. However, research has also shown that many employees fear ascribing their absence to mental ill health and will actively cite other reasons.

- Being off work for long periods with a mental health problem can affect an individual's ability to cope with the demands of work when he or she returns to the workplace.
- Extended periods of work inactivity can worsen the physical symptoms of some mental health conditions. However, at least 70% of employees who take absence due to mental ill health do return to work and 83% of employers say that they do not regret hiring someone who develops or has a mental health problem.
- Good return-to-work policies, put into action, are fundamental for successful return to work

If employers do not promote good mental health and support employees who have a mental health condition effectively, this can result in *increased staff turnover*. Employees who are stressed or have a mental illness, and who do not feel supported by their employer, are more likely to consider leaving the organisation.

It is often the case that employees' work situation aggravates their mental ill health. As well as considering resigning from the organisation, which could be seen as a natural and healthy reaction to remove themselves from harm, employees with a mental health condition may become disengaged from the organisation if they do not feel supported. If even one employee experiences low morale, this can affect employees within the wider team. Therefore, employers that do not manage mental wellbeing may experience low morale among wider sections of staff.

Lost productivity and 'presenteeism'

Lost productivity among employees who continue to work despite having a significant mental health problem is a major component of the total cost of mental ill health at work. Many employees find it difficult to raise the matters that are causing them stress and distress and that can lead to illness, for example a heavy workload, poor work relations, bad management or unclear work roles, because they are fearful of the repercussions.

Many employees with a pre-existing mental health problem prefer not to disclose it to their employer, and continue to work even though their mental health may be impacting on their ability to do their job. The practice of employees continuing to work even though unwell is known as "presenteeism". Employees in professional jobs and on executive grades are particularly prone to attend work when they are unwell mentally because they are concerned about being stigmatised if they are known to have a mental health problem. In addition, some employees may be concerned that their career could suffer if they take time off sick.

Disability discrimination and mental ill health

Disability is a protected characteristic under the **Equality Act 2010**. For a mental illness to fall within the definition of disability, an employee has to show that:

- he or she has a mental or physical impairment
- the impairment affects his or her ability to carry out normal day-to-day activities
- the adverse impact of the impairment is substantial
- the adverse impact is *long term*.

Mental impairment covers a wide spectrum relating to mental functioning, including conditions with symptoms such as *anxiety*, *low mood*, *panic attacks*, *phobias* or *unshared perceptions*, in addition to mental illnesses.

The duty to make reasonable adjustments in the case of those coming within the definition of having a disability is a unique feature of disability discrimination law, and a failure to comply with the duty constitutes *discrimination* under section 21 of the Equality Act 2010, unless the employer lacks relevant knowledge of the employee's disability.

The risk of encountering stigma at work and fear of being discriminated against as a result of having a mental health condition understandably prompts some employees to disguise a problem, attributing their underperformance or absence from work to physical health issues. This makes it hard for people with an illness to receive the support they need in terms of reasonable adjustments and professional help. The onus is on employers to make it possible by exhibiting an explicit and demonstrable zero tolerance approach to stigma, from the top of the organisation. It will then be easier for them to fulfil their legal duties concerning the employment of people with disabilities.

Accidents at work

There is an association between mental ill health and workplace accidents; employees who are stressed, anxious or depressed may find it harder to focus on a task. Employers have a duty of care to manage all potential sources of risk, including those arising from mental ill health.

Corporate governance and reputational risk

Failing to manage employees' mental health can damage an organisation's reputation as an employer, particularly if this results in high-profile legal action, for example an unfair dismissal or discrimination claim. Conversely, positioning the organisation as a mentally healthy workplace through the development of positive management and effective wellbeing strategies can strengthen its reputation as a good employer and its corporate responsibility profile.

The 'Time to talk' campaign

Raise the issue of mental health at your Health and Safety meeting. Suggest you get involved in the National Campaign. Encourage the meeting to sign up for the **Time to Change Pledge**.

www.time-to-change.org.uk/get-involved/

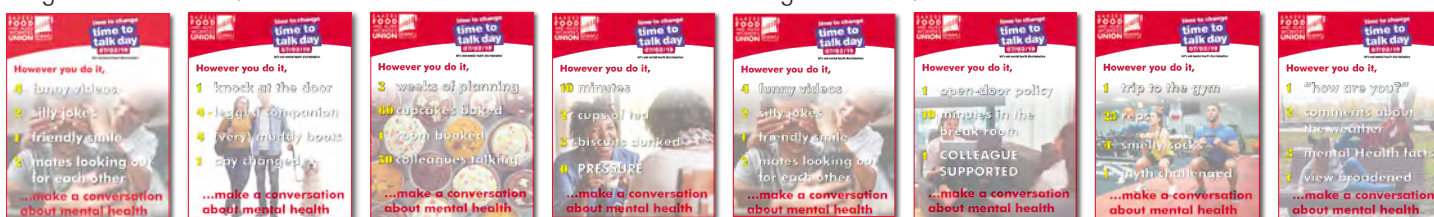
Arm yourself with some **suitable statistics**:

- Almost one in three people have experienced mental health problems while in employment
- Mental ill-health is the leading cause of sickness absence in the UK, costing an average of £1,035 per employee per year

- 95% of employees calling in sick with stress gave a different reason
- FTSE 100 companies that prioritise employee engagement and wellbeing outperform the rest of the FTSE 100 by an average of 10%
- 48% said they would not talk to their employer about their mental health

Finally, have some ideas for **potential activities**

There are lots of different things you can do to tackle stigma, and it will be easier to persuade your employer if you have some concrete ideas on what to do. For example, you could run events for key dates such as **Time to Talk Day** (we produced the posters below to support the Time to Talk Day) and **World Mental Health Day**, provide information about mental health, or share personal experiences of mental health problems through blogs on the intranet.



Further information and resources

Any employer who wants to address mental health issues in the workplace needs to look much wider than MHFA, and that is best done in co-operation with unions. Public Health England and Business in the Community have produced a toolkit for employers on what they should do. This says what a good policy should include:

www.wellbeing.bitc.org.uk/sites/default/files/business_in_the_community_mental_health_toolkit_for_employers.pdf

Samaritans

Provides confidential, non-judgemental emotional support for people experiencing feelings of distress or despair, including those that could lead to suicide. You can phone, email, write a letter or in most cases talk to someone face to face.

Website: www.samaritans.org



Mind Infoline

With support and understanding, Mind enables people to make informed choices. The Infoline gives information on types of mental health problems, where to get help, drug treatments, alternative therapies and advocacy. Mind works in partnership with around 140 local Minds providing local mental health services.

Telephone: **0300 123 3393** (9am–6pm Monday to Friday)

Website: www.mind.org.uk/information-support



Rethink Mental Illness Advice Line

Provides expert advice and information to people with mental health problems and those who care for them, as well as giving help to health professionals, employers and staff. Rethink also runs Rethink services and groups across England.

Website: www.rethink.org/about-us/our-mental-health-advice



Check out our page on making an impact in your workplace for more ideas.

What should I do if I'm supporting someone in a crisis?

If the person seems really unwell, and you are worried about their safety, you should encourage them to seek help.

How to support someone in crisis:

www.rethink.org/carers-family-friends/what-you-need-to-know/supporting-someone-with-a-mental-illness/crisis-conflicts

What next?

Once your employer has agreed to sign the Pledge, make sure they register their interest on our website. They will then be able to download the action plan and supporting guidance.

If you have any questions or need any help with this at all, please do get in touch.

Saneline

A national mental health helpline providing information and support to people with mental health problems and those who support them.

Telephone: **0300 304 7000** (4:30pm–10:30pm)

Website: www.sane.org.uk/what_we_do/support/helpline



The Mix

The Mix provides judgement-free information and support to young people aged 13–25 on a range of issues including mental health problems. Young people can access the The Mix's support via phone, email, webchat, peer to peer and counselling services.

Website: www.themix.org.uk/get-support



ChildLine

ChildLine is a private and confidential service for children and young people up to the age of nineteen. You can contact a ChildLine counsellor for free – no problem is too big or too small.

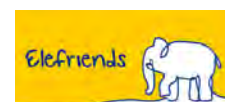
Website: www.childline.org.uk



Elefriends (MIND)

Elefriends is a supportive online community where you can be yourself.

Website: www.elefriends.org.uk



If you're a carer, contact all of the above as well as **Carers Direct** and **the Carers Trust**, both of whom are able to provide support and advice on any issues affecting you.

SUCCESS AT ICTU TRAINING FOR REGION 7



Regional Council members/Branch Representatives of Region 7 receiving their course certificates from ICTU at the July Regional Council meeting. Well Done to (from left to right) **Bro P Aglie** (Howell House), **Bro K Flood** (Moy Park), **Bro N Mullen** (Irwins' Bakery and ULF) and **Sis Niamh Galwey** (Greggs NI).

40 YEAR AWARDS



Members from Branch 258, Memory Lane Cakes who have recently received their 40 year membership Badges and Certificates from **Bro Tony Mansell** (Branch Secretary 258). **Bro Peter Harris** is pictured on the left while **Sis Hazel Griffiths** is pictured [right] with Tony and **Bro Craig Marshall** (Shop Steward 258).

BUDGETING: HOW TO GET THE MOST FROM YOUR MONEY

DO YOU PREFER to spend your money now rather than save it? Yes, so do most people but spending all your money *now* means that the chances are you will have less to spend (and, therefore, more limited choices) later in life. After all, you can only spend money *once*.

Striking a balance between spending and saving is not as difficult as it seems, and you won't necessarily have to sacrifice things you enjoy now. Having a plan doesn't have to be restricting. On the contrary, it puts you in control of your financial future.

Here's what you need to do. It may seem obvious but *spend less than you earn*. Work out your monthly income: this includes your salary or wages, any maintenance or other regular payments, interest from savings and income from investments. *Only include regular income that you know you will receive.*

Track how much you spend

Write down how much you and your household spend and on what. Include everything, from your rent or mortgage repayment and insurance to your journey to and from work and perhaps even a drink after work. Check it *weekly* – it will be less daunting than doing it monthly. You will soon start noticing fluctuations in the amounts you spend on regular purchases – work out why they have increased or decreased.

Limit regular payments

Some regular payments are essential, for instance council tax and utility bills. However, the more that goes out of your account each month automatically, the less you have to spend on items of your choice. *Do you really need those subscriptions?* ... even if they only cost a few pounds a month each?

Work out what's important to you

Deciding what you really want will help you spend less on things that could prevent you achieving that. So, for instance, if you want to have enough for the deposit on your first home or you would really like to take a year off when you hit fifty, you may find that eating out so often becomes less important to you.

Make your progress visible

Think of the amount you are going to save as an *expense*. Don't wait to see how much you have left over at the end of the month. Set up a regular payment to transfer a fixed amount each month to a savings account. As well as making sure that you do actually save, this also makes it easier to check on your progress.

Allow yourself some fun

Your monthly expenditure should include some 'fun' money, for you to spend on whatever takes your fancy. That way you won't be tempted to dip in to or 'borrow from' your savings.

The benefits of professional financial advice

BFAWU has appointed **Lighthouse Financial Advice** to provide members with practical, affordable financial advice. We are professional financial advisers and we help tens of thousands of people around the UK from varied walks of life *make the most of their money*.

We listen to your concerns, ask you about your financial position and what you would like to achieve. We then recommend ways you may be able to achieve your goals – all in plain English. You can then relax in the knowledge that your finances are organised in a way that suits you.

The value of your investments, and the income you receive from them, can go down as well as up, so you could get back less than you put in. A pension is a long-term investment and inflation will reduce how much your income is worth over the years. Your eventual income may depend upon the size of the fund at retirement, future interest rates and tax legislation. Tax advice which contains no investment element is not regulated by the Financial Conduct Authority. Your home may be repossessed if you do not keep up repayments on a mortgage or other loans secured on it. .



LIGHTHOUSE FINANCIAL ADVICE

Book your Complimentary Financial Planning consultation

All BFAWU members are entitled to a complimentary initial consultation with one of Lighthouse Financial Advice's professional financial advisers.

To book your consultation:

call: **08000 85 85 90**
or email: **appointments@lighthousefa.co.uk**

Lighthouse Financial Advice Limited is an appointed representative of Lighthouse Advisory Services Limited, which is authorised and regulated by the Financial Conduct Authority.

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www.lighthousegroup.plc.uk/privacy-policy

ANNUAL CONFERENCE 2019

MOTIONS CARRIED AT ANNUAL CONFERENCE

RULE CHANGES AND NEW RULES

Motion 12 Rule 22.2

Branch 243

That this conference agrees to an amendment to rule 22.2 as follows:
22.2 Nomination and Election of Delegates for Annual Conference
That nomination and voting for Conference Delegates shall be at the March Quarterly Meeting. A Branch may use a Substitute Delegate, elected at the March quarter meeting, to attend Conference at anytime up to Conference commencement with full rights, in the event of an elected Delegate being unable to attend Annual Conference.

There shall be no restrictions on nominations. Each Branch shall be allowed one Delegate per 100 members or part thereof with a maximum of three delegates from any one Branch. A Branch will be able to elect a further delegate if they elect a member under the age of 27.

However, where there is a shops section within the factory branch, additional to factory branch delegates, nominations shall be held within the shops section and election on the basis of one delegate per 50 members or part thereof with a maximum of three delegates from that shop section. A shop section will be able to elect a further delegate if they elect a member under the age of 27.

For the purpose of Annual Conference delegates, the factory and shops membership must be counted separately and the election of the shops delegates be by ballot.

The notification of delegates and substitute delegates must arrive at HO by the last Friday in March. The return sheets for the September Quarter shall determine the proportion of representation.

If any new Branch is formulated between 1 September and 1 March they may elect a maximum of one delegate at the March Quarter to attend Annual Conference.

UNION POLICIES

Motion 18

No 7 Regional Council

That this conference agrees to amend the rule book as agreed in the 2014 annual conference to refer to *unemployed* members as *unwaged* members. The rule has not been changed to reflect this motion that was passed.

Motion 19

Branch 100

That conference agrees to pledge its continued support to the Fast Food Rights campaign, to bring in more hospitality workers into the BFAWU and to give them the tools to assist them to improve our terms and conditions.

Motion 21

Executive Council

That this conference agrees that concerns have rightly been expressed about the apparent falling membership of the BFAWU both in the established sectors and at greenfield sites. The Executive Council recognise that they should take a more active, inclusive role in organising and therefore propose establishing a working party to explore all aspects of recruitment with a view to reporting their findings and recommendations back to 2020 annual Conference.

Motion 25

Branch 405

That this conference agrees to debate the need for every delegate to have a copy of the big red conference book. It is costly to produce and should only be available should a delegate request it.

Motion 27

Branch 405

That this conference agrees that all BFAWU representatives, (Health & Safety, Shop Stewards, Union Learning Reps and any other representatives that are developed in the future), have refresher training at regular intervals throughout their tenure as a representative. This can be done on the courses that are already planned each year. The length of time between initial training and refresher training to be set out by the Executive Council.

RIGHTS AT WORK

Motion 28

No 1 Regional Council

That this conference agrees to support our motion, and on return of a Labour Government, they repeal all anti-trade union legislation within 100 days of taking office.

Motion 29

No 4 Regional Council

That this conference agrees that Zero Hour Contracts should be scrapped.

Motion 31

Branch 558

That this conference agrees that when a company tries to incorporate a cost cutting, demanning exercise, that it shames the GMs ineptness, then escalates his ineptness to his superiors at the same time protecting jobs.

Motion 32

Branch 277

That this conference agrees to make all companies pay any outstanding monies owed to employees after they have left there employment. This should include back dated pay rises, pay outs, bonuses and dividends, paid from the anniversary of these payments to the day the employee leaves, based on a pro rata scale, if needed.

Motion 33

No 7 Regional Council

That this conference agrees Employment Law and Legislation needs to be amended to include independent involvement especially were there is a financial cost to the company if it upholds any parts of the grievance. Employers are effectively investigating themselves with obvious grievance outcomes and this is demoralising for the individuals involved and more often will put workers off raising a grievance as they feel that the process is a waste of time. We feel that having an independent third party involved in the grievance process will make for a fairer procedure and one that workers may feel they have more confidence in. We ask conference to support.

HEALTH, SAFETY AND WELFARE AT WORK

Motion 35

Branch 390

That this conference agrees that Health and Safety in the work place is one of the corner stones of what this Union fights for. Over the last 10 years (2009/10 – 2019/20) the budget for the HSE has been reduced by £100 million. This decrease in funding has made it less likely that a business will be inspected by the HSE, and therefore allows standards in Health and Safety to drop. We ask our parliamentary group to lobby the government to review this cut to funding for the HSE.

Motion 36 Branch 558

That this conference agrees that when establishments such as the HSE visit site, that branches get them on board as quickly as possible to protect our members trade union benefits.

Motion 37 Branch 558

That this conference agrees to advertise the brown books importance within companies health and safety committees...proactively promoting it and the fact that everyone in that room is equal...we need to stop employers "theft" of the health and safety committee ...to suit our members needs ..which ultimately means when companies are challenged this benefits everyone collectively.

Motion 38 Branch 558

That this conference agrees that this trade union campaigns for a maximum temperature limit for heat in the workplace, then recognised by British constitutional law.

Motion 39 Branch 390

This conference agrees that sexual harassment at work is a thing that must not be allowed. We recognize that it can have a profound personal impact and do not think the Equality Act of 2010 goes far enough to deter offenders. We want sexual harassment to become a criminal offence, rather than a civil one, with the associated punishment. To this end, we instruct our representatives to both the TUC and Labour party conference to lobby for a change in the law.

Motion 41 Branch 558

That this conference agrees to promote mental health awareness first aiders through local agreement. Demonstrating to employers, that the trade union movement can offer support for individuals, whilst showing great care and confidence, assistance and fantastic skill and integrity, clearly showing that the trade union movement can assist anyone touched by this.

HEALTH**Motion 43 Branch 390**

That this conference agrees that the NHS is a national treasure and should be treated as such. We ask that our parliamentary group lobby the government to bring the NHS back into full public ownership.

Motion 44 Branch 215

That this conference agrees to lobby the government. NHS to include dental, eye & elderly care service together with an end to NHS privatisation. A National Care Service, free at the point of use, non-means tested and funded through taxation to be established. The NPC's Dignity Code sets out the way in which elderly people in care should be treated. It should be part of statutory guidance & regulations for all health & care providers.

Motion 45 Branch 277

That this conference asks why is it that private hospitals are allowed charitable status and NHS hospitals are not. This has to stop. Why should companies, like BUPA, who are in no way a charity, be exempt from paying taxes that others have to pay? We need to lobby this government to bring these private hospital into line with the rest of the UK, or make NHS hospitals tax exempt also.

Motion 46 Branch 432

That this conference agrees that the government should make more available and better mental ill health support for those suffering with mental ill health.

Motion 47 Branch 558

That this conference agrees that this trade union lobby's the Labour party to pressure parliament to make hospital parking free in England as it is in Scotland and Wales, people's poor health should not be exploited and profited by the NHS...it's not what its there for.

Motion 49 Branch 582

This conference agrees TV viewing for inpatients should be free of charge.

Motion 50 No 5 Regional Council

That this conference agrees that all learning establishments, e.g. Schools and colleges, have a defibrillator on site. It isn't just old people who have heart attacks. Some young people are at risk.

TRANSPORT**Motion 51 Branch 405**

That this conference agrees to lobby the government to re-nationalise all utilities and our railway networks, and puts an end to private companies creaming off millions in profit at the expense of the general public.

Motion 52 Branch 582

This conference agrees to remove the franchise from Northern Rail and take back public ownership.

Motion 53 Branch 568

This conference agrees that poverty stricken families should be entitled to a reduced rate family bus pass. Poorer families who cannot afford or drive a car, and rely on buses, are struggling with the high cost of public transport which in most cases are a necessity for school runs and shopping.

Motion 54 Branch 202

That this Conference agrees that the Government to create a law for road side safety for recovery vehicle when recovering vehicles when on our motorways.

Motion 55 Branch 568

This conference agrees that all cars should have a limited top speed, as speed has a massive effect on your chance of survival in an accident and a big impact on the emergency services due to high speed incidents.

Motion 56 Branch 568

This conference agrees that speed cameras should be used as a safety tool and not a cash cow. For instance, outside all schools and areas with a high volume of pedestrians not around blind corners and on steep hills, always on the down slope.

Motion 57 Branch 568

This conference agrees that cameras should be situated outside all schools, to protect children from inconsiderate illegal and dangerous parking. There are clearly marked keep clear and zigzag lines which are repeatedly ignored endangering children. There are numerous injuries every month, and national statistics state one child is killed each year. A hefty fine would soon stop this practice.

GOVERNMENT AND POLITICAL

Motion 60

No 5 Regional Council

Conference notes that since the EU referendum, the European Union has not received an official position from the UK government about the rights and principles which determine whether migrants can stay in Great Britain. This situation of uncertainty causes huge social and economic impact for EU citizens. The submission of the so-called White Paper is an example of extreme irresponsibility and a direct attack on equality and diversity. At one point the White Paper stipulates that to stay in the UK, a foreigner must earn a minimum of £30,000 a year. This surreal number does not reflect reality in any way and proves that no authoritative report or review was ever placed before parliament in order to influence the shape of the law being formed.

Congress calls on the General Council and all its affiliates to press the Government to regulate these laws and principles so that the rights of all EU citizens and other migrants remain unconditional and are based on clear and coherent principles.

Amendment

No 1 Regional Council

Insert after Migrants on third paragraph, "are unconditional and based on clear and coherent principles. Additionally, the BFAWU reaffirms its commitment to fighting the Hostile Environment through lobbying against those of indefinite detention and enforced deportation (before appeals have been heard) and for the regularisation of the existing half-a-million undocumented migrants currently at risk of extreme exploitation, and to propose the TUC adopt the same resolution.

Carried as amended.

Motion 62

Branch 405

That this conference agrees to campaign with the Labour party and other bodies to ensure that repeated lies, untruths, and misleading statements by politicians in parliament are dealt with swiftly. Given the scale of the political lying we, the public, have been seeing and been the victims of in recent years. This may require the setting of a body within parliament. But action must be taken there and then. The politician must be made to come back and publicly correct there 'errors' straight after making them!

Motion 63

Branch 432

That this conference agrees that any politician or political party who fail to keep their election promises should be held accountable.

Motion 64

Branch 405

That this conference agrees to lobby the government to force national news outlets to publish a full front page apology when they have been caught pedalling lies. Burying an apology in a one inch box on page 17 is totally unacceptable.

Motion 65

Branch 277

That this conference agrees that it is now time to call last orders on newspapers who peddle false and misleading 'news'. Again and again public and political figures have been ridiculed and misrepresented by our press. We now need real laws, not lip service from the press complaints commission, enabling us to fight back and get real results and closure.

Motion 66

Branch 405

That this conference agrees that this union works with the Labour party and future Labour government and all relevant and interested parties and groups, to force speedy corrections to false and lying

stories involving the politics of this country. The press has been untruthful for too long. This is having a negative effect on politics and a self-defeating effect on our trust in the press and media. To overcome this we must work with others to force the media to correct these untruths straight away. And that they must be in the same place and of equal prominence to the original untrue article!

Motion 67

Branch 405

That this conference agrees to lobby the government to fight the rise of the far right and especially the normalisation of right wing ideologies pedalled by so much of the mainstream media.

Motion 68

Branch 405

That this Conference agrees for the union to call on and work with all interested parties, groups etc. to return the BBC news output to what it was in the past. The best and most truthful, impartial and respected news organisation in this country. A return to the principles on which it was founded, but seems to have abandoned in recent years.

Motion 69

Branch 432

That this conference agrees that the government should do more to stop the thousands who are sleeping on our streets.

Motion 71

Branch 202

That this Conference agrees that the Government stop developers using our countryside for building house etc, and they use old Military sites and derelict sites that are just left for many years and just left to rot away and unused.

Motion 72

Branch 568

This conference agrees that disused government buildings which are sitting empty, should be utilised for the homeless. Society now follows the digital age and councils no longer require the man power it once needed so some buildings are no longer being used and left as a new home for the pigeons.

Motion 74

Branch 277

That this conference agrees that as with a previous motion placed by this branch calling for a reduction in beer and liquor duties to help the beleaguered Pub industry, we also lobby to reduce business and ground taxes of these establishments and stem the continual closures.

Motion 75

Branch 277

That this conference agrees that small businesses need all the help they can get. This branch has already put forward the 'pay within 30 days' motion, but this needs to go further. We need a future Labour government to help these businesses, reducing rates and giving tax exemptions where possible, especially for those businesses that pay a living wage to its employees.

Motion 77

Branch 405

That this conference agrees to lobby the government for the immediate end to the cruel and ineffective badger cull.

Motion 78

Branch 277

That this conference agrees that it is quite obvious that the ban on fox hunting isn't working. We as a supposed civilised society can not let this go on and action needs to be taken.

ENERGY**Motion 79****Branch 405**

That this conference agrees to lobby the government to ban Fracking and instead invest in green energy.

Motion 80**No 2 Regional Council**

That this conference agrees Tech industry harms the planet. The global IT industry is incredibly energy greedy, but people are urged to cut down on everything, why do we hear nothing about IT.

Motion 81**Branch 405**

That this conference agrees to lobby the government, for all new houses built they have a stipulation attached that, they have to be built with solar panels and batteries to help with the carbon footprint.

EDUCATION**Motion 82****Branch 390**

That this conference agrees that adult learning opportunities are vital, as they give the chance for people to continue to develop academically after the normal early part of their lives. With that said, we ask that our parliamentary group lobby the government to increase the funding for both Adult education and Union based learning opportunities.

Motion 84**Branch 405**

That this conference agrees that we will lobby the government through our Parliamentary group, to install British Sign Language into the national Curriculum as this is a way to communicate with each other and not to discriminate against anyone with a hearing disability or stop anyone from joining in a conversation.

Motion 85**Branch 568**

That this conference agrees that schools should make physical education compulsory. It is a medical fact that our children are less fit and prone to obesity.

Motion 86**Branch 568**

That this conference agrees that proper school lunches are returned, and the cafeteria type canteens serving chips and pizzas are scrapped.

Motion 87**Branch 404**

That this union agrees to try and get in to high schools to educate the young people as to what a union is. With the history of the union and what the union stands for. These young people are the members of tomorrow to keep the union alive.

Motion 88**Branch 277**

That this conference agrees to lobby government to ensure that music is taught in all schools and that real instruments are supplied for those students that want to learn.

WELFARE AND BENEFITS**Motion 89****Branch 405**

That this conference agrees to lobby the government for the immediate end to the bedroom tax, and compensates everyone driven into rent arrears by this cruel and counterproductive policy.

Motion 91**Branch 405**

That this conference agrees to lobby the government to abolish Universal Credit, and replace it with a more streamlined version of the original legacy benefits. It is literally starving the poor and disabled to death and has to be scrapped.

Motion 92**Branch 405**

That this conference agrees to lobby the government to raise both the minimum wage and benefit payments, so that food bank use can be eradicated.

Motion 93**Branch 215**

That this conference agrees to lobby the government. The British state pension is currently bottom of the OECD league table. We believe the state pension should be £200 per week (around 70% of the current Living Wage), uprated annually by the best of earnings, CPI, RPI or 2.5%. The existing pensioner benefits shall be maintained and not means-tested. Carers in receipt of state pension should receive Carer's allowance if they meet the appropriate criteria.

Motion 95**Branch 405**

That this conference agrees to lobby the government to roll back the state pension age, and reinstates the pensions of all WASPI women. We need to retire earlier not later.

Motion 97**Branch 568**

This conference agrees that the television licence is unfair old fashioned and a con, basically taking away a person's freedom of choice. The BBC is a business not a cooperative they sell programming worldwide and own a number of commercial stations so they do make revenue from advertising, they pay excessive salaries and unfortunately do not have exclusivity that once was. Most major sporting events are now on commercial stations or on line and the only new type of programming is a copy or another costume drama. It should now be, if you want it, paid by a monthly subscription the same as net flicks, sky, Amazon prime etc.

LOCAL GOVERNMENT/SOCIAL SERVICES**Motion 98****Branch 432**

That this conference agrees that the government should stop its savage cuts and fund our councils properly, underfunding these councils means they have to raise the council tax to stay afloat or drastically cut services.

CRIME AND JUSTICE**Motion 99****Branch 432**

That this conference agrees that the governments drastic cuts in funding and cuts in police numbers must stop these cuts are having a drastic effect on us all with a rise in all crimes.

Motion 100**Branch 558**

That this conference agrees to lobby government to give greater funding to the authorities in dealing with county lines drug gangs. This is criminality of the highest order, preying on the homeless and weak and at the same time creating a underclass of desperation and violence and bigger poverty in rural areas and seaside towns that appear far worse than in the inner cities, without the structure to cope.

Motion 101**Branch 405**

That this conference agrees to lobby the government to end the criminalisation of people who use cannabis, both recreationally, and medicinally, thus freeing up hours of police time that can then be used for decent community policing.

Motion 102**Branch 568**

This conference agrees that more police powers are put in place for stop and search to reduce the problem of driving under the influence of drugs. All police cars should have drug testing kits as well as breathalysers.

Motion 103**Branch 432**

That this conference agrees the government should impose stiffer penalties for knife crime, whether it's carrying one or using one and better education in schools and colleges regarding the dangers of knife crime.

Amendment**No 1 Regional Council**

Insert after the word should on the first line "commit to drastically increasing funding for youth centres and education initiatives in schools to combat the knife crime crisis in UK cities. Carried as amended.

MISCELLANEOUS**Motion 104****Branch 277**

That this conference agrees that we as a union need to approach the TUC and demand a General Strike. Nothing is going to change until we, the working classes, stand up to the wrongs and injustices of this corrupt, Tory Government.

Motion 106**Branch 432**

That this conference agrees that we put pressure on the Premier League and the football league and the TV company's, that when arranging live matches on TV they take in to consideration the fans.

Motion 111**Branch 568**

That this conference agrees that a cap should be put on all gambling sites, they do not seem to be governed in the same way as casinos and bookies who seem to have to follow certain rules and regulations.

COMPOSITES AND EMERGENCY MOTIONS**Composite 2 (108, 109 & Amendment)****Branches 277 & 104**

That this conference wants to know when it was that working Christmas suddenly became normal practice. We propose that unless it is essential that you need to work over the festive period, we should lobby the government of the day for a return to making this a family time and not for greedy companies to abuse and make even more profit. That this conference support our motion and the government of the day make it unlawful to be required to work on Christmas Day.

Emergency Motion 2**Region 2**

This conference believes the announcement of the closure of Bridgend Ford factory last Thursday is a scandal and betrayal of its 1700 workers. It is yet another example of the working class being made to pay for the losses caused by mismanagement of industry owners and the anarchy of the capitalist system. The tens of millions invested by the Welsh Labour government did not prevent this catastrophic closure.

Early reports indicate that strike action is becoming increasingly likely. If the workers go on strike they will need the full might of the Labour government behind them in order to win. An injury to one is an injury to all.

The BFAWU stands in unconditional solidarity with the Bridgend Ford workers and we will do anything in our power to aid them in the struggle. Furthermore, we call on the Mark Drakeford led Welsh Labour government to begin building "socialism in the 21st century" he promised by nationalising the company under workers plan and control, the company bosses have already pocketed tens of millions of tax payers money and should receive no compensation. Through this we can begin the socialist transformation of society which will put workers over profit.

Emergency Motion 3**Branch 405**

That if a McDonald's milkshake is to be thrown over Tommy Robinson, the union lobbies McDonald's to provide them free of charge for this purpose.

Emergency Motion 4**Branch 104**

In the last few weeks, to support the DPAC campaign to boycott the Metro newspaper who have been printing unbranded adverts from the DWP, spreading disinformation about Universal Credit. Universal Credit and the DWP's treatment of claimants is disgusting, demoralising and effects the most vulnerable people in society including low paid members of this union.

Emergency Motion 5**Branch 702**

That this conference celebrates the failure of Tommy Robinson's campaign to be elected as the MEP for the North West in the European elections in May. Will continue to support the work at groups like Unite Against Fascism and Stand Up To Racism in their ongoing struggle to fight racism and fascism at the ballot box and on the streets.

Emergency Motion 6**Branch 356**

That the recent deployment of the USS Abraham Lincoln carrier battle group and B52 bombers to the Gulf with the intention of intimidating Iran, is an egregious treatment of an independent sovereign nation by the United States. That Iran has complied with the nuclear treaty (as confirmed by IAEA reports), shows that the US intent is for regime change is Tehran. We condemn any escalation in one of the worlds most troubled regions and any attack or attempt at regime change in Iran.

Emergency Motion 7**Branch 104**

Last week a Childline survey found thousands of children are searching for advice about being transgender. The lack of understanding about trans and genderqueer identities contributes to erasure and poor mental health, with transphobic hate crime on the rise. This branch proposes that conference commit to using gender inclusive language in future documentation and campaign materials with a working group appointed by the EC to provide guidelines on this.

Emergency Motion 8**Branch 702**

This conference welcomes:
That parliament has declared climate emergency on May 1st, a move that follows the same initiative by over 50 local councils
The impressive protests and direct actions organised by Extinction Rebellion during April 2019 and the climate strikes.
The calls for a general "earth strike" on 27th September 2019 and for a worker led transition to zero carbon emissions by 2030.

This conference therefore:

- Instructs the BFAWU executive council to declare climate emergency on behalf of BFAWU members.
- Agrees that all branches should be encouraged to request their employers also declare climate emergency.
- Agrees that all branches should be encouraged to demand green forums are set up in their workplaces with trade union representation and that urgent measures are discussed and implemented to reduce carbon emissions, improve recycling rate and develop transport plans in line with BFAWU national climate/green policies.
- Instructs all branches in the union to appoint green reps and to request facility time for green reps from their employers.
- Agrees to endorse the general 'earth strike' on 27th September 2019.
- Instructs the EC to issue communication about the above bullet points and to ensure the climate work by the BFAWU continues to the same excellent standards.

Emergency Motion 9

Branch 104

Conference moves to call solidarity with the continued revolution in Sudan and the general strike called for this Sunday against military rule that took power after the successful overthrow of the 30 year dictatorship of Omar Al Bashir. The people of Sudan are fighting for control of their lives and democracy. We should stand in solidarity with our comrades in the Sudanese unions fighting for their futures. As with every struggle under this miserable regime of global capitalism, neoliberalism, continued backdoor colonialism and Western imperialism, a general strike and working class power is the only answer. We stand against the military crackdown, brutality and murder.

The 101st BFAWU Annual Conference took place at the Theatre and Convention Centre, Southport on Sunday 9 June 2019 to Thursday 13 June 2019

2018 FINANCIAL STATEMENT TO MEMBERS

Under Section 32A 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 2018 payments totalling £522.50 were made to members of the Unions' Executive Council under Rule 21.1 (p).

National Officers – In 2018 the salary paid to the General Secretary was £49,216. Other benefits paid to and/or on behalf of the General Secretary were £19,097.

2 Income and Expenditure

Total Income 2018	£2,823,563
Total Expenditure 2018	£2,856,993

3 Contributions from Members

Contributions from members in 2018 totalled:	£2,568,761
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4 Political Fund

Total Income 2018	£41,673
Total Expenditure 2018	£32,916

5 Benevolent/Social Funds

Total Income 2018	£6,252
Total Expenditure 2018	£18,116

6 Auditors Report to Members

Opinion

We have audited the financial statements on pages 1 to 15 of Bakers, Food and Allied Workers Union (the 'Union') for the year ended 31 December 2018. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102

'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (*United Kingdom Generally Accepted Accounting Practice*).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2018 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Executive Council have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Union's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Executive Council are responsible for the other information. The other information comprises the information included in the Annual Report of the Executive Council, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

2018 FINANCIAL STATEMENT TO MEMBERS

If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in the Executive Council's report.

We have nothing to report in respect of the following matters where the **Trade Union and Labour Relations (Consolidation) Act 1992** requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The Union has not maintained a satisfactory system of control over its transactions; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of the Executive Council

As explained more fully in the *Executive Council's responsibilities statement* on page 16, the Executive Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the executive council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Executive Council are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the executive council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern.

- If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Union's members, as a body, in accordance with the **Trade Union 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.

Kreston Reeves LLP

Chartered Accountants Statutory Auditors
Unit A, Faraday Court
Manor Royal Estate Crawley
RH10 9PU
10th June 2019

7 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.

ERS CONTINUED

- 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 2018.

Any member wishing to avail themselves of these Accounts should contact their Branch Secretary.

Alternatively, copies of the Union's Accounts for 2018 and the Treasurer's Report are available from Head Office, free of charge, to members.



BFAWU MEMBERS GET EXPERT LEGAL ADVICE

**100% COMPENSATION
100% ON YOUR SIDE
100% FREE**

Get in touch on

0800 587 7518

or text **CLAIM** to **81400**



www.thompsonstradeunion.law/bfawu

STATEMENT TO MEMBERS REGARDING POLITICAL FUND CONTRIBUTIONS 2019

Members who joined on or after the 31st of March 2018 and opted to contribute to the Union's political Fund are reminded of the Union's Rules in relation to this contribution:

- 1 A member of a trade union who has given an opt-in notice may withdraw that notice by giving notice to the union (a 'withdrawal notice').
- 2 A withdrawal notice takes effect at the end of the period of one month beginning with the day on which it is given.
- 3 A member of a trade union may give an **opt-in notice** or a **withdrawal notice**:
 - a) by delivering the notice (either personally or by an authorised agent or by post) at the head office or a branch office of the union
 - b) by sending it by e-mail to the following email address: politicalfund@bfawu.org
 - c) by completing an electronic form provided by the union which sets out the notice and sending it to the union by electronic means with instructions by the union. *OR*
 - d) by any other electronic means prescribed under the 1992 Act (as inserted by the 2016 Act).

Ronnie Draper
General Secretary
August 2019

Full copies of these Rules may be obtained by contacting your local BFAWU Office or Head Office.

40 YEAR AWARD



Keith Miller being presented with his 40 Year Badge and Certificate by Branch Secretary, Lizzie Dinning. Keith has been an active member over the years and always contributes in Branch Meetings with constructive and well thought out questions.

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Ms L Dinning — Organising Regional Secretary

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City East Business Centre
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Ms L Graham — Regional Officer

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..... 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.