

BAKERS
FOOD
AND ALLIED
WORKERS
UNION



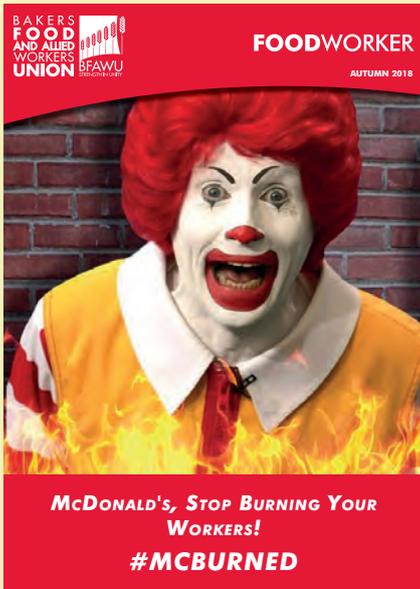
FOODWORKER

AUTUMN 2018



***McDONALD'S, STOP BURNING YOUR
WORKERS!***

#MCBURNED



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EDITOR'S NOTES

"The sustainability of our food supply should be worrying us all as we enter into a period of uncertainty as the government stumble from disaster to disaster with Brexit negotiations."

Ronnie Draper @ronniebfawu

ONCE AGAIN THE BFAWU made a significant contribution to the TUC Annual Congress in Brighton, with both of our motions carried (although our motion on fracking was *amended*).

Given that it is a subject that affects us all, we were also asked to second a motion from the BDA on *food security and sustainability*, which was passed unanimously.

Supermarket strangle

We have always had grave concerns about the power that supermarkets wield over manufacturers, having such a profound effect on employment levels and the hours needed to achieve orders. However, we also have concerns that the demand for *ever higher discounts* could lead to some producers being forced into using inferior ingredients – which must have an adverse effects on dietary needs.

The sustainability of our food should be equally worrying as we enter into a period of uncertainty as the government stumble from disaster to disaster with Brexit negotiations.

Lack of integrated food policy

Just as important is their total lack of an integrated food policy and history has demonstrated in their reactions to salmonella in eggs and the debacle of BSE, the so-called *mad cow disease*. Both devastated their respective industries for many a long year and left uncertainty amongst the population.

Questions need to be asked on a number of fronts, such as the self-sufficiency of ingredients like wheat, fruit and vegetables as well as our ability to service our industry with the oil, gas and electricity it needs for both production and transportation purposes.

Without the right, reasoned answers we could find ourselves stumbling into food poverty and extreme price hikes. *We need answers and we need them now.*

'Green Stuff'

Another area where the BFAWU has enhanced its reputation is with the green agenda and once again **Sarah Woolley** gave a compelling speech to the congress, very much in line with our own Conference policy on fracking, although as previously stated it was watered down somewhat by the amendment from Unison. This did not stop the momentum and commitment to the environment as Sarah spoke at a fringe that was well attended, where another opportunity for delegates to hear about the BFAWU's progressive green policies was aired and supported.

#spoonstrike and others

At the time of writing, I am dealing with the next round of strike action within the fast foods sector, to take place on October 4th. The difference this time is that history will be made as members of 2 **Wetherspoons** sites in Brighton will walk out in protest at the poverty wages they receive. The surprising difference is that Wetherspoons have already reacted to the action by bringing forward next year's pay award from April 2019 to September 2018 – demonstrating that trade union organisation and members' willingness to strike has made a major difference already.

Imagine what would happen if we had a nationwide membership collectively fighting for a better future. I am sure you will join me in congratulating these brave workers at *Wetherspoons*, *McDonald's* and *TGI Fridays* in their quest for decent pay and an end to zero hour contracts.

Party Loyalty

After the TUC, we also have a delegation heading to the Labour Party Conference in Liverpool. I'm sure there will be lively debate on policy and manifesto issues but the most important item will be *party loyalty*.

We are unlikely to be able to stop the heinous onslaught coming from the media who have declared open season on Jeremy Corbyn, but we *can* make decisions that stop future attacks from within our own ranks. The likes of Blair and Mandelson need to consider the damage they have already caused the Labour Party with the Iraq war, PFI and a plethora of other issues.

More importantly, we must censure rebel Labour MPs who make a habit of voting against the party, making press appearances that add fuel to the media attacks on Corbyn and generally holding us back. If they are not happy in a Corbyn-led Labour Party, then they should consider their positions – or maybe we should consider it for them. Being a Labour MP is a *privilege* not a right and it is time some incumbents started to realise it and toed the party line.

Wetherspoons have reacted by bringing forward next year's pay award... demonstrating that trade union organisation and members' willingness to strike has already made a major difference

Be prepared!

With the ongoing crisis within government both home and abroad, we should prepare ourselves for a General Election at any time. Clearly we don't want to peak too soon, but being ready to hit the ground running is always a good option.

We should remain absolutely focused on returning a Labour government and should not allow ourselves to be deflected by media bile and Tory lies. The skeleton of the manifesto will bring improved worker's rights, affordable housing, an end to tuition fees and homelessness, re-nationalisation of our railways and utilities and a fully-funded NHS. We can achieve it all but it will require lots of arduous campaigning and above all the placing of your cross in the right box – *next to the Labour candidate*.

Stick together, campaign together and WIN together!

Ronnie Draper
General Secretary



NATIONAL PRESIDENT IAN HODSON

"...a third of the UK's workforce is employed within the food sector. The relentless neglect and disregard for those working in our industry has led to declining living standards, as they have less and less money coming in and virtually no disposable income."

AS EVER, THE FOOD INDUSTRY is coming under tremendous pressure, with many manufacturers failing to stand up and fight for it.

Supermarket sweep

The recent tie-up between Asda and Sainsbury's is a huge risk, with the commitment of 10% price cuts in store. We know what that means for those who both work for and supply supermarkets – another round of pay cuts, job losses and exploitative employment contracts. It's estimated that a third of the UK's workforce is employed within the food sector. This relentless neglect and disregard for those working in our industry has led to declining living standards, as they have less and less money coming in and virtually no disposable income. The knock-on effect of this is a slow economy, homelessness and increasing numbers of people having to visit foodbanks. It also leads to pressure on the NHS, as more and more people suffer from stress and depression.

Considering the potential spiral of despair that arises through these attacks on household incomes and job security, you would expect mergers such as the one between Asda and Sainsbury's to be the subject of scrutiny, if not an investigation. Yet, other than the likes of the BFAWU and one or two other honourable exceptions, there is total silence on this issue. Why?

What do WE need to do?

As a Union, we have to ask if we're doing enough at our branches: *Are we organised enough? Are our representatives well-trained and willing to stick their heads above the parapet when necessary? Are we fighting hard enough to protect our terms and conditions? Are we complacent? Are we frightened? Is looking after our own back yard enough?*

Merely accepting that life is getting harder and money is getting tighter is **unacceptable** for any Trade Union. We need to ensure that our branches are as close to 100% membership as possible and that we hold regular branch meetings in order to keep members informed, discuss onsite issues and agree collective responses where appropriate. **In other words, we need to be active.**

We need to fight harder for better pay and improved terms and conditions, rather than settle for the joke 'living wage' and second class contracts in the name of 'business efficacy'. **Our number one, entry level priority in the BFAWU is to ensure fair pay and fair play in a safe working environment.**

When we achieve this, our families and communities benefit and prosper. We must make it our mission to be properly organised in every one of our branches with a culture of solidarity and togetherness. **Strong Unions make for stronger workplaces.** Our members work for some of the most profitable and wealthiest companies in the country. Don't let these employers cry poverty – *or our members will end up living in it.*

Fake News, Jeremy!

The Summer of 2018 will be seen by many as a watershed moment; when the Establishment's media-arm finally lost the plot. Day after day, the leader of the Labour Party, Jeremy Corbyn has been subject to some of the most ridiculous, scurrilous smears, deliberate distortion, fabrication, insults and abuse that I have seen against a politician in my lifetime.

There's always going to be vitriol and criticism from the Conservative Party and their friends in the media, such as the Sun, the Daily Mail and LBC Radio, as well as wealthy corporations, who fear anyone slightly to the left of Genghis Khan. That goes with the territory.

However, to have so-called 'impartial' state broadcasters (such as the BBC and so-called 'independent' outlets, such as Channel 4 News) happily jumping on the bandwagon, without questioning or scrutinising any source or story, is a major concern.

Since becoming Labour Party leader, Jeremy Corbyn has been labelled as a 'threat to national security', an 'IRA/terrorist sympathiser', a 'Czech spy', a 'Putin apologist', a 'racist' and of course, an 'anti-Semite'.

He has been criticised for the way he looks and dresses, for not singing the national anthem and for not bowing low enough at the cenotaph. He's also been accused of laying wreaths at the graves of terrorists and of being involved in the Warrington bombing. Jeremy Corbyn is the twice-elected leader of Her Majesty's Opposition and a member of the Privy Council. This daily slanderous and libellous onslaught from all sections of the mainstream media and political class is not only downright disgusting; it undermines our democracy.

Goodness, a PM with principles!

Anyone with half a brain knows full well what all of this is about. The Establishment are terrified of potentially having a Prime Minister of the UK with sound principles, who can't be bought and who has no qualms about standing up to the US and Israel. The corporations and multi-millionaires/billionaires are horrified at the prospect of a Labour government that might close tax loopholes and make them pay their fair share. For those who still have doubts about Mr Corbyn and believe the rubbish that gets vomited out from our TVs, radios and newspapers each day, *I recommend that you check his voting record.*

The enemy within

The most galling part of the anti-Corbyn agenda, is the usual group of Labour Party MPs (they know who they are) who, like clockwork, take to the mainstream media outlets to attack their party leader (usually when Labour are ahead in the polls), foaming at the mouth with childish insults and laughable accusations of anti-Semitism.

Make no mistake, these people are more than mere malcontents – they are (unwittingly in some cases) part of a controlled opposition system, whereby the Establishment's *status quo* must be maintained at all times. They are *Agent Provocateurs* with red ties, masquerading as Labour politicians, whose political ideology differs little from the Conservatives.

They help to provide the electorate with nothing other than an illusion of political choice. In reality, they are different masks on the same sneering, neo-Liberal, capitalist face. Look at their associations, affiliations and donors for proof. Also, look at their voting records; eager for war and happy to be junior partners in the USA's Project For the New American Century. They abstain on key issues that affect huge numbers of people in this country. If that isn't enough, check out their Twitter feeds and witness a level of infantile arrogance and bullying, unbecoming of *any* politician, Labour or otherwise. **The sooner the relevant Constituency Labour Parties vote to deselect these individuals, the better.**

What's wrong with 'inclusive'?

Our Union represents workers from just about every background and country, with pretty much every religious belief. We don't discriminate on grounds of gender, sexuality or race which is why the recent admission by the Conservative government of their deliberate policy to create a 'hostile environment' for immigrants in this country is so sickening. This vile 'broad brush' ideology had a particularly negative impact on the group known as '*the Windrush Generation*'.

The Tories ramped up the rhetoric (assisted by the right-wing media) around immigrants to distract from their inability to deal with the greedy bankers who crashed the economy. Never forget the 'Go Home vans' that Theresa May sent out around London during her time as Home Secretary, nor the disgusting letters sent to people born, living and working in this country.

Since Brexit and the election of Donald Trump, the racist language and rhetoric of yesteryear has slowly become normalised once again. This isn't by accident; this is by pure design. Look at the **Facebook** data-mining strategy used by **Cambridge Analytica** during the EU referendum, which targeted anyone with any anti-immigration/right wing sympathies, filled their timelines with items designed to provoke anger and subsequently manipulated their vote. **For generations, the political and social elites have turned hate, division and distraction into an art form** – setting people against one another while they run off with the loot. *One of these days, we must really stop falling for it.*

A statement of intent

As I write this article, we have just issued notice to **McDonald's** and **Wetherspoons** of our members' intention to take strike action at their respective branches. These incredible workers are fed up with being underpaid and undervalued. They are striking for the fair aim of £10 an hour and the right to be represented by our Union.

We will support them in any and every way possible and wish them every success.

Ian Hodson
National President

THE 150TH TUC CONGRESS

2018 IS THE TUC'S 150TH YEAR and as Manchester is the birthplace of the TUC Congress it was fitting it was held there.

I was a little disappointed not to see more of the photos taken over the last 12 months as we have a number of branches and members who have been involved but, nevertheless, the TUC pushed the boat out from the gold and grey documents to the brilliant President's address.

Our delegation was made up of **Ronnie Draper**, **Lizzie Dinning**, **Joe Knapper** and myself. We put forward two motions, seconded a third and, before compositions and emergency motions, there were 77 motions presented to Congress.

The **National Shop Stewards Network** (www.shopstewards.net) started congress off with their annual meeting. Their first ever rally was in Manchester in 2010 so it was good for them to be back in the Mechanics Institute 8 years later! As always the meeting was well attended and I think this is because whilst they have national officers speaking about what's going on in their unions, they also allow a platform for those groups of members who are taking action to speak.

This year was no exception – train drivers, housing construction workers, care workers and probation officers all told the room why they were taking action and what the movement's solidarity meant to them.

Congress is split into sections, this year it was 5

- The economy
- Brexit
- Respect and a voice at work
- Good services
- Strong unions

We also had two key general council statements to vote on, one around *Brexit*, the second on *Collective Bargaining*. As I've mentioned we moved two motions and seconded a third;

Fracking – motion 8

I was proud to move this motion in which we called for fracking to be banned and for the TUC and affiliated unions to work on energy policy, decarbonisation and develop a strategy to support workers transitioning to a greener, zero carbon economy. UNISON put in an amendment which in our opinion diluted the motions and potentially allowed for the TUC to support fracking in the future. We didn't accept the amendment, however congress voted to accept it and the motion was carried, albeit weaker than our original intention.

Organising fast food workers – motion 72

This motion recognised the incredible work of our young members working in the industry which ultimately led to our Young Executive Council member **Lauren McCourt** receiving the **TUC Youth Award**, forcing corporate giants to look at their actions and to make changes.

Food Security and Sustainability – Motion 77

The motion we seconded was number 77 – *Food Security and Sustainability*, which spoke about the disparity of diet and health depending on whether you are rich or poor, that the policy of relying on food banks to fix a wider problem is wrong and called for a campaign for global access to sustainable diets.

There were a number of motions that were passed which caused concern to a number of the smaller unions including ours. One of these was motion 7 moved by the GMB which in a nutshell called for only GMB, Prospect, UNISON and UNITE to be able to develop policies on energy, industrial strategy and climate change as they are the only unions to have members working in the energy sector.

We believe this is the wrong move; energy affects everyone, energy costs, environmental and climate change impacts every sector, industry, business and person not just the workers within the energy sector, therefore everyone should have the opportunity to develop policy.

Unfortunately with three of the biggest unions in the movement in support of the motion it was carried, however in my opinion this is dangerous and divisive. In our current environment with the government we are under, *division is the last thing we need!*

The second big vote was around Brexit. As you know the BFAWU's stance as a union was to leave the EU, as we believe it to be an undemocratic organisation that doesn't work in the interests of the worker. The statement had some positives – it rightly said that unions are tackling the issues that matter to our members and workers whether Brexit-related or not, and the statement called for a general election if a deal cannot be made – with an extension to article 50 attached to allow time for a new government to negotiate.

However before the vote and during her speech Frances O'Grady mentioned that the TUC would be in favour of a 'public vote' which we believe would be dangerous for a number of reasons but not least of which the added confusion and uncertainty it would create! We voted against the statement alongside RMT, however it was passed due to support from other affiliates.

Sarah Woolley

Organising Regional Secretary, Region 5

LAUREN McCOURT RECOGNISED BY THE TUC FOR A YOUTH AWARD

I WAS INCREDIBLY PROUD to see **Lauren McCourt** receive the **TUC Youth Representative Award** at this year's conference, in recognition of the organising and work she put into the McStrike in her store in Manchester. In the video shown at the TUC, Lauren said receiving the award was 'amazing'.

She got involved with McStrike after being inspired by last year's strikes in Crayford and

Cambridge and worked to build up support in her own store to join them this year.

In her own words, Lauren says '*the best way to grow as a movement is to **take action**, however small it may be*' and her full-time official, **Roy Streeter**, spoke very proudly about how Lauren brings passion, hope and a way forward to the movement, especially in the Northwest.

Sarah Woolley



#McBURNED!



STANDING UP FOR YOU

THOMPSONS SOLICITORS, long-standing supporters of the BFAWU are taking the lead in helping BFAWU to improve employee safety at McDonald's by setting up the **#McBurned** campaign.

There have been so many reported incidents of burning at McDonald's restaurants we want to set employees minds at rest about their rights under the law.

FAST FOOD WORKERS BURNED ON THE JOB URGED TO JOIN #MCBURNED CAMPAIGN

The BFAWU and leading workplace injury law firm, Thompsons Solicitors, have launched a new campaign to support members who have been burned while working at McDonald's restaurants in the UK. The **#McBurned** campaign was set up in response to a global trend of McDonald's staff suffering similar types of burn injuries while on the job.

The campaign seeks to support the 115,000 McDonald's employees in the UK, who we believe are worried about reporting burn incidents and other injuries for fear of how employers will treat them if they do.

Fast food workers who have reported being burned often believe that their injuries are 'part and parcel' of the job and something they should simply tolerate because of the quick turnaround times they are expected to work within. Our **#McBurned** campaign aims to change this perception.

Ian Hodson, National President of the BFAWU said: "With the support of Thompsons Solicitors, we intend to confront McDonald's head on about the clear pattern we're seeing of workplace burns. These aren't one-offs in one restaurant but something that is happening across *all* of McDonald's franchises. We will not stand by while our members get **#McBurned**."

Last year, the BFAWU successfully organised a series of UK-wide **#McStrikes** challenging low wages and use of zero hour contracts. Our ongoing *Fast Food Rights* campaign continues to turn up the heat on fast food giants – we now need workers to come forward in confidence to help us identify burns accident rates, the similarity of all the burns across all restaurants and injury 'hot spots'. *We intend to expose and prevent these injuries continuing to occur in the UK.*"

Tom Jones, Head of Policy at Thompsons Solicitors who are collaborating with the BFAWU on this campaign said:

"Considering its global reach and the substantial workforce McDonald's is responsible for, it is disgraceful to see the volume of burns, almost all in similar places on workers' bodies and the lack of any effective action from the company."

"If you have been burned while working at McDonald's, we urge you to speak up – confidentially - and to consider making a personal injury claim. By doing so, you'll add to the campaign to stop burn incidents rather than their being seen as 'just part of the job'. We are working with the BFAWU to prevent this from happening to other workers in the future."

For more information:

Visit www.thompsons.law/mcburned

Share your stories using **#McBurned** on social media and call for expert legal advice about making a claim on:

0800 587 7518.

#McBurned?

Burn Injuries – Working for McDonald's

Can I make a claim after being burnt while working for McDonald's?

Yes, you can make a claim for [personal injury](#) compensation if you've been burnt while working at McDonald's.

My McDonald's burn injury isn't that serious – can I still make a claim?

Yes. Whether or not your burn is serious, if your injury was caused due to poor health and safety standards, inadequate equipment, a lack of protective equipment or a lack of training, a burns compensation claim against McDonald's may be possible. The bottom line is McDonald's should take steps to avoid you suffering burns at work.

Employers are required to comply with **section 2 of the Health and Safety at Work Act 1974** to ensure the safety, health and welfare of their employees and identify and manage workplace risks under the **Management of Health and Safety at Work Regulations 1999**. Thompsons has the expertise to advise on the full range of McDonald's injury cases – from the minor, to those of the upmost severity.

I still work at McDonald's, will making a burns injury claim against them affect my job?

No. Making a [burns injury](#) claim against McDonald's should not affect your job. If you were to lose your job because you made a burns claim against McDonald's you would likely have a case for unfair dismissal. If you make a burns injury claim against McDonald's and feel you are negatively treated by them as a result, Thompsons can offer advice and support on your rights.

How much compensation will I get for a McDonald's burns injury compensation claim?

Potential compensation payouts in a McDonald's burns injury compensation claim would vary depending on how severe the burn was. It could range from a few hundred pounds for a minor burn, up to tens of thousands of pounds for a very serious burn.

Who qualifies to make a burns injury claim against McDonald's?

If you are, or were, employed at a McDonald's restaurant in the UK and have suffered a burn – whether minor or major – whilst at work in the last three years, contact Thompsons for free, no obligation advice about making a claim.

How much will it cost me to make a burns injury claim against McDonald's?

If you are a member of a [trade union](#), you could be entitled to free legal representation and 100% compensation. If you are not a trade union member, your case will be run on a **no win, no fee basis** - you won't pay a penny if the claim is unsuccessful.

www.thompsons.law



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STANDING UP FOR YOU

#SPOONSTRIKE INSPIRED BY #MCSTRIKE

WETHERSPOONS RESPONDS TO Brighton Workers strike ballot by bringing the annual pay award forward.

- JD Wetherspoons brings forward annual pay award from April 2019 to November 2018
- Workers at two Brighton pubs are balloting for strike action
- Union members have been sharing the impact of poverty wages with the media.
- Local MP, **Caroline Lucas**, has offered her support.



Last night, in a sign that **JD Wetherspoons** is worried about the impact workers going on strike will have on their business, they told staff they are bringing forward their annual pay rise. Workers at 'The Bright Helm' and 'The Post & Telegraph' are about to be balloted over striking for **£10 an hour and union recognition**. Workers have been sharing stories of poverty pay with the media, and have won support from local politician, Caroline Lucas MP.

Responding to the pay rise, **Chris Heppell**, 29, Kitchen Team Leader at the *Post & Telegraph* and member of the BFAWU, said:

"When you're struggling to get by every penny counts. If this is how they respond to two pubs just threatening to take action, imagine what we can achieve when we all come together in a union across the country. By taking action together, JD Wetherspoons could no longer ignore the issues of low pay and night rates. We're more determined than ever to continue our fight so that Wetherspoons workers across the country get £10 an hour and the respect they deserve, that only comes through recognising our union."

"If this is how they respond to two pubs just threatening to take action, imagine what we can achieve when we all come together in a union across the country. We're more determined than ever."



Chris Heppell, Post & Telegraph, Brighton

Katie Southworth, 22, Team Leader, *Bright Helm* in Brighton:

"By announcing our ballot for strike action calling for £10 an hour and union recognition we've made the company look at its poverty wages and the unfairness of age-related pay bands. Wetherspoons has now finally acknowledged that its current wages needed to rise. Their increase is small and been presented as simple generosity. We know this is not the case.

By bringing the pay award forward to November Wetherspoons has highlighted the power that we have when we working together in a union. By unionising and threatening industrial action we are already making small positive steps towards a better future for all workers. We will continue until we win £10 an hour for all Wetherspoons workers"

Jesse Enfield, 28, kitchen manager, *Post & Telegraph* (5 years), and member of the BFAWU:

"I think its pathetic – it's going to make too little difference to workers in their day-to-day lives. It's still different pay for different ages. That's unfair. Young workers are doing the same work and yet getting paid far less for it. We're determined to continue until we get £10 an hour and all ages – same wages."



Wetherspoons workers joined the BFAWU after being inspired by the **McStrike** where McDonald's workers won the largest pay rise for a decade in January 2018 after taking strike action for the first time in September 2017.

- **JD Wetherspoons has increased the rate they pay to under 18s by 50p to £5.95**
- **They've abolished a lower rate of pay for 18-20 year olds raising the starting rate to £8:25 an hour and agreeing to pay a night shift premium of £1/hr.**
- **Workers at the Bright Helm pub had already won a suspension of overnight shifts, with promises a pay-rise would be forthcoming.**

The **McStrike** and **Fast Food Rights** campaign are spearheaded by **The Bakers Food and Allied Workers Union (BFAWU)**. They aim to ensure fast food workers have the right to a fair wage and decent working conditions across the country. The BFAWU is the largest independent trade union in the food sector in the British Isles. **It works to ensure that employees are secure and safe in their workplace – and that they are paid an equitable wage for the work they do.**

Owen Espley
Senior Economic Justice Campaigner, **War on Want**

PENSIONER POVERTY – THE REALITY

HUGE LOSS OF YOUTH high street jobs is due to pensioner poverty – All that you think you know about pensioners aint so!

FIRST OF ALL, take all the notions you think you know about pensioners, told you by telly and newspapers (all owned by very rich men) and lay them to one side as they are all lies and deceit.

Young or old, *austerity* is killing us off at the same rate these last 10 years as in the 1890s. Yes, *the Victorian age*.

The pension industry has swallowed around £310bn in profit since 2011 from early dead under age 64/quicker in retirement.

The reality for working class pensioners

- Pensioner poverty increases 20 % a year
- Inherited pensions as low as £7.50 per week (Miners' Widows).
- Majority of public sector pensions are between £2,600 and £4,000 a year *only*.
- Many early-retired ladies from age 50, by large number of austerity public sector job cuts on tiny works pensions.
- 8m pensioners *cannot afford to retire*.
- Half of over 60s within *working poor*.
- 4m could qualify for low income top up of pension credit, but *only around 1.4m* have claimed. This is about to get worse by Universal Credit overtaking Pension Credit for men the right age, if wife below risen pension age.

Who shops on the high street?

Working class ladies from age 50 shop in town centres.

The retail industry realised this a long time ago, which is why the high street is full of retro-looking bakers and cafes, the indoor

market, card shops, post office branches for us oldies sending cards in the post, and bank and building society branches to bring us downtown in the first place to get help in person.

The death of the high street

Of the 16 shops and entire companies that close down each day on the high street, most relied on now lost, mature lady shoppers, – being gift, charity, ladies shoe and clothes shops

Pensioners getting ever poorer

Millions of pensioners, especially women, rely on the state pension for 50 to 100% of their money in old age, yet *ours is the lowest of any rich nation on earth*.

Winter Fuel Allowance was cut by up to £100 in 2011 and has never risen since, yet *energy bills increased around 70%* over last 10 years. Pensioners need to have the fire on 24/7 being at home all day, or have a fan going at the moment.

Pensionless pensioner ladies

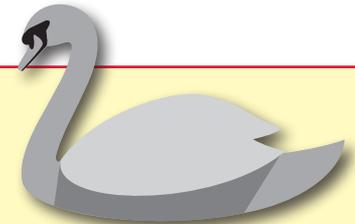
Then £30bn was taken away from high street shops by the denial, from age 60 to 66, of state pension to 1950s-born ladies since 2013.

This only gets worse. The 1960s-born (those ladies turning 60 from around 2021 onwards) have a pension age of **67**.

Debased state pension money

The elderly were left behind on lower state pension when the new, higher flat rate began from April 2016.

However, the higher flat rate is a *con* – because most women and half of men get far less than the full money (read the small print), with many women getting even less than oldest pensioners were left behind on.



GREY SWANS is a pressure group whose focus is on the inclusion of a fair and proportional pension policy in the upcoming Labour Manifesto.

What Grey Swans demand

Their demands are based on what National Pensioners Convention, Jeremy Corbyn, the late Tony Benn, TUC and Harold Wilson said and did in the past:

- Pension age **60** for men and women
- **£250 per week** state pension per person, for all pensioner ages, regardless of National Insurance record/SERPs opt out.
- **£500 Winter Fuel Allowance** from age 60 as a couple.
- **£20,000 tax allowance** from age 60 per person.
- **End worker National Insurance contributions**. This gives a **12% pay rise**, granting your boss 13.8% more money for each worker **to help keep you in a job**.
- Absorb balance of National Insurance Fund into **State Pension Trust Fund**, with pension contract.
- 60% nationalised UK North Sea oil and gas, with profit also going into State Pension Trust Fund. Both this money and NI Fund being start up money into State Pension Fund. [Norway gained profit by investing in UK North Sea oil and gas.]

Working class Pensioners with more cash in their pockets would immediately end the death of the high street. The pies and éclairs would fly off the shelves on the high street and in tourist town centres from increased coach-brought holidaymakers.

Why?

With Grey Swans' policies included in the 2018 Labour Manifesto, the 75% working class would get all the excellent promise (and hopefully *soon*) of **Jeremy Corbyn as Prime Minister** in a majority Labour Government (that is, closest to **326 elected Labour MPs**).

Christine Williams
Admin GREY SWANS



GREY SWANS



DO YOU REMEMBER BHOPAL?

SARA MARSDEN, COORDINATOR of the newly relaunched **Trade Union Friends of Bhopal** (*Bhopal Saathi*), on why she thinks trade union solidarity with the survivors of Bhopal is important, why supporting their fight to bring to justice the corporations responsible for the Bhopal disaster is critical both for them and for global health, safety and environmental justice – indeed, *for all of us*.

Being old enough to remember 1984, I took on this role knowing that the Union Carbide pesticides factory gas disaster on 3 December 1984 remained one of the world's deadliest industrial catastrophes. I was aware that thousands died (25,000 is the number now widely accepted) and that hundreds of thousands still live with ill health caused by exposure to the gas. I knew too that it was no accident – it was *designed danger*.

What I *hadn't* known was the full extent of the cost-cutting, the patently unsafe design, the abandonment of safety critical systems, and indeed the contempt for Trade Union (and others') warnings. Even safely operated, a process involving such a dangerous substance should never have been allowed in a densely populated city suburb. The local authorities knew that but failed to enforce it. It's almost as if corporate profit mattered more than people. Well, more than *poor people*...

This was truly a catastrophe waiting to happen. I was horrified too to find out that the site is to this day leaching poisonous chemicals, contaminating drinking water and soil. Contamination has now reached over 40 communities and spreads further every year. Still.

This has brought home to me not only the extent of the injustices, but also the dignity and steadfastness of the survivors. 34 years on there has been *no compensation*, and *no corporation has been held to account*. **Union Carbide** (now owned by *DowDuPont*) has never presented itself to the Indian courts to answer Manslaughter charges. But the survivors have never let the issue be forgotten. They fight on against the corporate giants and their lawyers and incompetent (*at best*) public authorities.



The 1985 Memorial sculpture by Holocaust survivor Ruth Waterman stands across the street from the walled-in factory site

The corporate veil, however, now threatens to descend. There is concern that DowDuPont intends to break up its Union Carbide subsidiary, putting more barriers in the way of accountability and justice.

The trade union movement has a proud history of supporting the Bhopal survivors in their fight for justice, and at this point international solidarity is needed more than ever.

Now is a good time to join and help build the Trade Union Friends of Bhopal, in Hindi, *Bhopal Saathi*, which translates as '*Comrades of Bhopal*'. We campaign in solidarity with the survivors, for justice, for decent healthcare and for clean water in Bhopal, but we also campaign for *all* victims of toxic globalisation. If the hundreds of thousands of victims remain uncompensated, if the contamination is not cleaned up, if those responsible are not held to account, *it will give a green light for global corporations to operate without regard for human life or environment*.

We need help from you and fellow trade unionists to help spread awareness of the ongoing catastrophe in Bhopal and to build support for the international effort to hold global capital to account. We encourage supportive action, particularly marking the disaster on its anniversary (3rd December) and **International Workers' Memorial Day** (28th April), and submitting motions for debate and action at union conferences. Do talk to us about how we can help with any ideas you have.

Sign up for our mailing list here:

www.eepurl.com/dAlab1

but do get in touch if you want to know more about this or would like to affiliate or donate – I'd be very pleased to hear from you.

Sara

Coordinator, Trade Union Friends of Bhopal

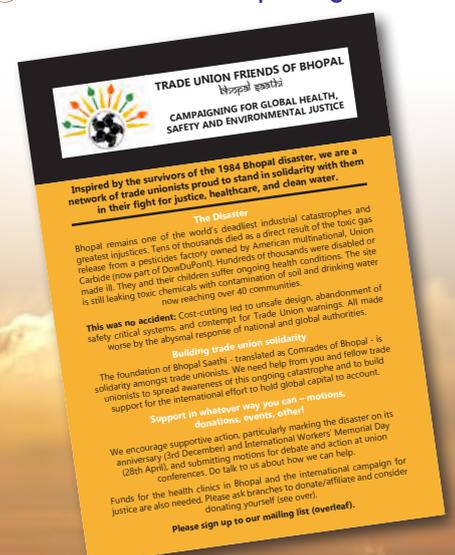
☎ 07512 227924

✉ sara@tufriendsbhopal.org.uk

🐦 @TUFriendsBhopal

📘 www.facebook.com/TUFriendsBhopal/

🌐 www.tufriendsbhopal.org.uk





HSE UPDATE TO THE WORK PLAN 2017/18

FOR THE FOOD AND DRINK industries, there is little change from last year. **The industry's accident stats are above average** and we will continue to target the industry.

There are approximately 900 planned food visits to take place in Qs 3 & Q4 of this financial year.

Places to be visited, under the HRS banner, will be those who are rated highly as *inadequate performers* and which have not been visited in the last three years.

Again we will be targeting:

- **MSDs** (Musculo-Skeletal Disorders)
- **Asthmagens** (flour dust & enzymes)

MSDs

10100–10920 all food manufacture (including dairy)

For MSDs our inspectors are being advised to ensure that the provision of suitable control measures for MH and repetitive tasks and that employees have been provided with adequate, task-specific information, instruction and training.

So, control and information should be the thrust of our enforcement action, as opposed to risk assessment.

Inspectors have also been advised to use HSE's MSD tools to assist them in determining the level of risk :

- (MAC Tool) for manual handling consistent load weights
- (VMAC) for manual handling varied load weights
- (RAPP) for pushing / pulling loads and
- ART for Assessment of Repetitive Tasks

Asthmagens

10710/20 bread, cakes & biscuits, 10610/11 grain mills

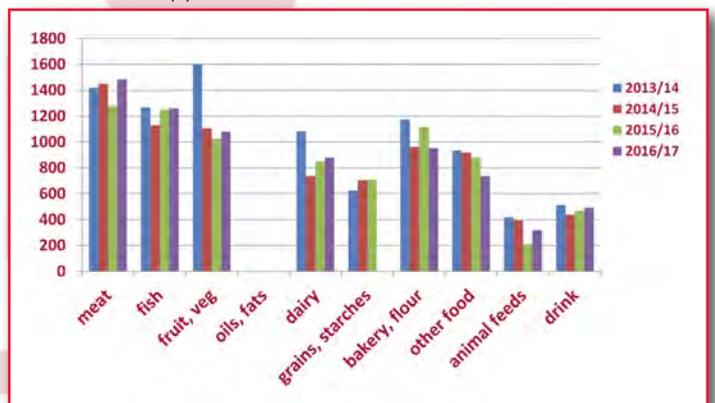
For Asthmagens, Inspectors are being advised to target appropriate control measures, (extraction, respiratory protective equipment [RPE] and other measures) as opposed to assessment processes.

Catastrophe

In *all* visits to food and drink premises, Inspectors are being advised to consider action on management systems to prevent catastrophic events, such as *fire and explosion, exposure to hazardous gases and oxygen deficient atmospheres.*

		2016/17		
Sic Code	Industry	Employment Numbers	Injury Rates per 100,000 employees	Trend with 2015/16
101	meat	56000	1486	16%
102	fish	11000	1259	1%
103	fruit, veg	34000	1079	5%
104	oils, fats	*	*	*
105	dairy	22000	879	3%
106	grains, starches	*	*	*
107	bakery, flour	60000	953	15%
108	other food	107000	737	16%
109	animal feeds	19000	319	51%
110	drink	52000	491	5%
10	food	321000	949	4%
10&11	food & drink	372000	885	3%
10 to 33	manufacturing		468	1%

*Trends within the industry – Green means an improvement, Red indicates the opposite.

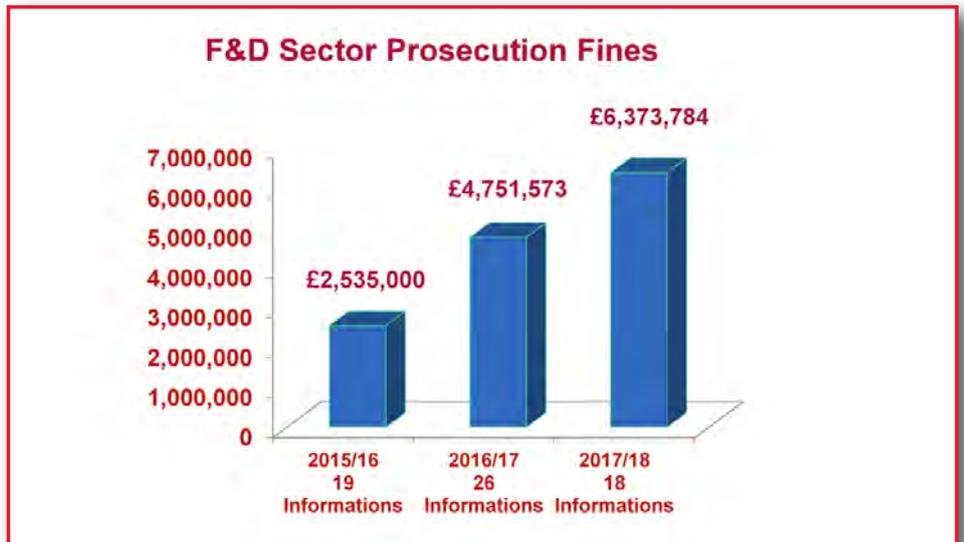


Industry	2014/15 - 2015/16 - 2016/17									
	Contact with m/c	Struck by object	Struck by moving vehicle	Struck against	Lifting and handling injuries	Slip, trip, fall same level	Fall from height	Exposure to harmful substance	Another kind of acc.	Total
meat	304	381	52	146	407	672	126	41	466	2595
fish	49	42	6	19	89	116	29	7	75	432
fruit, veg	111	136	71	65	200	284	69	29	144	1109
oils, fats	1	4	4	3	6	14	5	1	4	42
dairy	56	63	14	29	120	157	46	24	46	555
grains, starches	24	16	8	11	57	76	25	0	23	240
bakery, flour	234	214	33	100	342	584	125	14	151	1797
other food	209	315	79	159	472	703	128	84	344	2493
animal feeds	15	10	8	8	39	43	17	4	21	165
drinks	38	73	22	34	194	208	70	27	102	768
Total	1041	1254	297	574	1926	2857	640	231	1376	10196
%	10%	12%	3%	6%	19%	28%	6%	2%	13%	

*The bulk of the Update is composed of statistical charts which show trends within our industry. These have been compiled by HSE colleagues in the Manufacturing Sector – not the HSE statistical Unit. They are NOT, therefore, to be regarded or referred to as official HSE statistics.

HSE UPDATE continued

These figures show the impact of the **Health and Safety Offences, Corporate Manslaughter and Food Safety and Hygiene Offences Guidelines** which came into force on 01.02.16



HSE Research

Included in the Update is an analysis of the potential reduction in serious consequences of the industry taking a stand on:

- Normal wheat flour as opposed to Low Dust wheat flour
- Use of Round as opposed to Conical sieves
- LEV design
- Research findings are available to anyone who cares to look them up!

Normal wheat flour v Low dust wheat flour

Up to 86% reduction

Up to 78% reduction

<https://www.youtube.com/watch?v=ZQ3cPVjLwP0>

Round v conical sieves

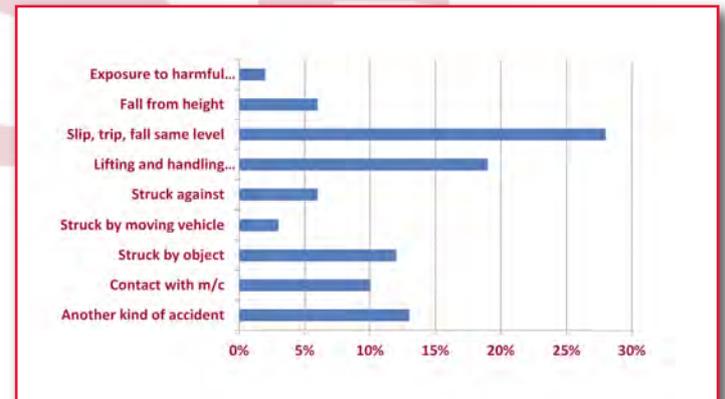
Up to 38% reduction

LEV design

Trips and Slips and Falls

The [unofficial] statistics on **Accident Types** show the effects of lifting and handling injuries and, more particularly, slips, trips and falls. These are the subject of the remaining documents in this H&S Report – A Draft document from the **Food and Drink Manufacturing Safety Forum** and finally, the *Manual Handling Assessment Charts – the MAC tool* produced by HSE.

2014/15 - 2015/16 - 2016/17										
Industry	Contact with m/c	Struck by object	Struck by moving vehicle	Struck against	Lifting and handling injuries	Slip, trip, fall same level	Fall from height	Exposure to harmful substance	Another kind of acc.	Total
meat	304	381	52	146	407	672	126	41	466	2595
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Total	1041	1254	297	574	1926	2857	640	231	1376	10196
%	10%	12%	3%	6%	19%	28%	6%	2%	13%	



MANAGING SLIPS AND TRIPS

THE FOOD AND DRINK Manufacture Forum (FDMF) is a partnership between Trade Associations, Trade Unions and the HSE.

In 2016, the FDMF launched its revised (and *voluntary*) **5 year Common Strategy**, aimed at encouraging the food and drink manufacture industry to improve its Health and Safety performance.

The Strategy focuses on delivering measurable improvements against **four key objectives**, which aim to accelerate the reduction in the ill-health and injury rate in a sector that has a current rate in excess of twice the UK manufacturing average.

With a focus on visible and committed leadership and effective workforce involvement, the Strategy's objectives (in summary) are:

- 1 A year-on-year reduction in the overall industry rate of ill-health and injury by 10%.
- 2 Effective management of Musculoskeletal Disorder risks by member companies.
- 3 Effective management of Slip and Trip risks by member companies.
- 4 Member companies deploying an effective Occupational Health management system.

An Action Plan

In 2017, the FDMF agreed to target delivery of the Strategy's objective relating to slips and trips. It has accordingly developed voluntary tools to help food and drink manufacturing companies to manage such hazards.

Specifically, the FDMF has developed an **ACTION PLAN** which companies can initially use to assist them in structuring how they will plan, control and monitor their slip and trip hazards.



Action Plan Structure

The action plan provides detailed guidelines under three headings (management systems):

- Planning
- Control
- Monitoring

Planning covers all aspects of preparing a plan – from *creating a responsible team* through *risk assessment* and *statements of policy* before creating mechanisms to *involve and consult your workers* (specifically a Trade Union H&S representative).

Control starts with *timely implementation* of trip and slip measures – emphasising the importance of *passing relevant information* (H&S policy, specific risk assessments, prospective measures and tables of responsibility) upwards (*line and senior management*) and outwards – to *your work colleagues*.

Monitoring means *continuous review and inspection* of the measures – developing a *reporting system* and *accident investigation*. Finally, an evaluation of the overall success of the measures *adopted* – against **Key Performance Indicators** – to establish priorities for the future.

Key Performance Indicators (KPIs)

Alongside the Action Plan, FDMF has developed the **KEY PERFORMANCE INDICATORS** which companies use to monitor the success of their management arrangements relating to slip and trip hazards under three management systems:

- Control
- Leadership and Management
- Worker involvement

This is presented in the form of a checklist (shown overleaf) detailing the management systems being tested and the detailed KPIs which these cover.

An assessment tool allows you to record the work areas covered, together with a traffic light system of evaluation of effective implementation.

The KPI Appendix

The accompanying **KPI APPENDIX** is aimed at assisting companies through this KPI monitoring process by providing examples of sensible and reasonably practicable arrangements for the control of slips & trips.

Using the Strategic Tools

It is recommended that KPI monitoring is undertaken regularly, but within a timescale set by individual companies.

The process is easy to follow. For each of their work areas and in relation to the KPIs, companies will assess and record if they have an adequate yet effective control of slips and trips.

Colour coding system is used to record the results. *Green* indicate areas of management with general effective control. *Red* and *Amber* colouring indicate areas which require improved effort. **The Key Actions** column can be used to record suggested improvements and *plans to implement them*.



The FDMF Slip and Trip KPIs document

Management system	Key performance indicators	Work areas with effective control						Key actions		
		Areas					<75%		75% - 90%	>90%
Control	% of work areas with adequate flooring and environment.	1	2	3	4	5				
	% of work areas with adequate controls to stop floor contamination.	1	2	3	4	5				
	% of work areas using correct cleaning methods.	1	2	3	4	5				
	% of work areas with workers wearing the right footwear.	1	2	3	4	5				
Leadership & management	% of work areas covered by a suitable and sufficient risk assessment for slips & trips.	1	2	3	4	5				
	% of work areas where all workers have been instructed on company policy, arrangements and responsibilities for the control and monitoring of slips & trips.	1	2	3	4	5				
	% of work areas with an effective system for inspections to check on the control of slips & trips.	1	2	3	4	5				
	% of slip & trip incidents, in all areas, which have been effectively investigated.									
		Effective control in all areas?								
		No			Yes					
	Are Directors/ Managers, in all areas, demonstrating strong commitment to controlling slips & trips?									
Worker Involvement	% of work areas with an effective system for raising worker concerns about slips & trips.	1	2	3	4	5				
	% of raised worker concerns (about slips & trips), in all areas, which have been successfully actioned by a Director / Manager.									
	% of work areas where worker briefings include discussion on slip & trip control.	1	2	3	4	5				
	% of work areas with workers actively involved in inspections and investigations (relating to the control of slips & trips).	1	2	3	4	5				



MANUAL HANDLING ASSESSMENT CHARTS (THE MAC TOOL)

WORK-RELATED MUSCULOSKELETAL disorders (MSDs), including manual handling injuries, are the most common type of occupational ill health in the UK. It is important to remember that:

- there is a lot you can do to prevent them
- preventative measures are often simple and cost-effective
- you cannot prevent all MSDs, but where they occur, early reporting of symptoms, proper treatment and suitable rehabilitation are essential.

The **Manual Handling Assessment Charts (MAC)** is a tool aimed at employers, health and safety managers and safety representatives and is used by health and safety inspectors.

The tool will help individuals to assess the most common risk factors in lifting (and lowering), carrying and team handling operations and was developed to identify high-risk manual handling.

Structure of the MAC

There are three types of assessment that can be carried out with the MAC:

- Lifting operations
- Carrying operations
- Team handling operations

For each type of assessment there is:

- an assessment guide
- a flow chart.
- a score sheet (the 'MAC: Score sheet') to complete.

MAC Tool sample content

Each assessment comes with 3 elements:

A series of assessment guides – graphic representations of what you should be looking for

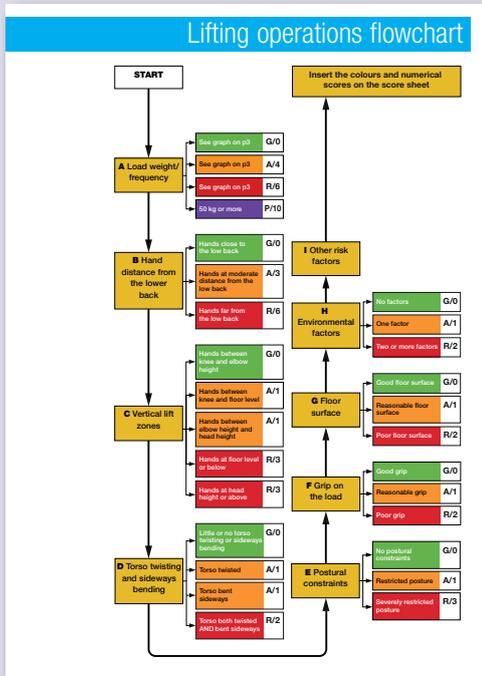
Lifting operations assessment guide

B Hand distance from the lower back

Observe the horizontal distance between the worker's hands and lower back. You should assess the 'worst-case scenario', including picking up and putting down. Use the following illustrations and descriptions as a guide:

Upper arms vertical AND torso upright	Upper arms angled away from torso	Torso bent forward	Upper arms angled away from torso AND torso bent forward
Hands close to the low back	Hands at moderate distance from the low back	Hands far from the low back	Hands far from the low back
G/0	A/3	R/6	R/6

A flowchart showing how to perform the assessment



and finally, a Score Sheet

Score sheet

Company/site	
Task description/photo/sketch	
Are there any indications that the task is high risk for MSDs?	
Task has a history of manual handling incidents (eg company accident book, RIDDOR reports) or lost time.	Y/N
Task is known to be hard work, can be done by only a few people or employees complain about MSD risk.	Y/N
Employees doing the work appear to be struggling or finding it hard work (eg red-faced, sweating) or ask for help.	Y/N
Other indications if so, what?	Y/N
Significant individual factors (especially for vulnerable workers), and psychosocial factors (see L23*)	
Date	Signature

Risk factors	Colour band (G, A, R or P)			Numerical score (for comparison)		
	Lift	Carry	Team	Lift	Carry	Team
Load weight/frequency						
Hand distance from the lower back						
Vertical lift zones						
Torso twisting and sideways bending OR Asymmetrical torso or load (carrying)						
Postural constraints						
Grip on the load						
Floor surface						
Carry distance						
Obstacles on route						
Communication co-ordination and control						
Environmental factors						
	Total score					

Is a full assessment needed in addition to this assessment? If so, see the online checklists



MAC TOOL – INTERACTIVE VERSION

THE INTERACTIVE VERSION of the MAC score sheet enables you to enter the colour bands on your computer. The tool will then automatically total the respective scores from the colour bands and allow you to save this onto your hard drive or disc rather than keeping a paper copy.

The tool is structured in the same way as the paper version of the MAC tool with the addition of a *highest level risk factor* which is designated purple.

- **Green** – low level of risk
- **Amber** – medium level of risk
- **Red** – High level of risk
- **Purple** – UNACCEPTABLE level of risk

Each table (the same as the ones in the paper copy of the MAC) requires you to enter the colour band letter for each risk factor in the appropriate column.

The tool presents you with the appropriate colour responses as buttons. The score sheet will automatically add up the scores once the colour band letters are entered.

Please click on the ☞ symbols below to view risk factor details.		Colour Band G A R P	Numerical Score (for comparison)
Risk factors			
☞	Load weight/frequency		
☞	Hand distance from the lower back		
☞	Vertical lift zones		
☞	Torso twisting and sideways bending		
☞	Postural constraints		
☞	Grip on the load		
☞	Floor surface		
☞	Environmental factors		
☞	Other risk factors		
Is a full assessment needed in addition to this assessment? If so, see the online checklists		INSERT TOTAL SCORE FOR LIFTING HERE:	↓

You are then able to print, save and view the score sheet.

For a detailed explanation of the **MAC Tool** (both versions), visit:
www.hse.gov.uk/msd/mac

LONG SERVICE AWARDS

DAVE BARBY 40 YEARS AWARD



I HAD THE GREAT PLEASURE of presenting **Dave Barby** from Jackson's, Hull with his 40 year badge in August

Dave started at Jackson's when he was 18 and said the biggest change he had seen over the last 40 years was that he no longer uses his hands to make bread as machines do all the hard work now!

He also told me fondly that his favourite three days of his whole 40 years there was when he was asked to drive the big boss around the country from company to company – though he told me it was many years ago when he had much longer hair and didn't really fit in with the image of his bowler hat and suit wearing boss!

Sarah Woolley
Organising Regional Secretary, Region 5

ANAND MITRA 40 YEARS AWARD



IT GAVE DAVE SUDDARDS and I great pleasure to present **Mr Anand Mitra** with his 40 year badge.

Anand has worked at Hovis, Bradford since he was 18 years old and been a loyal servant to our Union for 40 years.

Ian Wood
Organising Regional Secretary, Region 5

PAUL DAINES 40 YEARS AWARD

PAUL STARTED WORK at Premier Foods, Carlisle in 1978. First thing he did was to join the Union! Branch Secretary Pauline McCarthy presented Paul with his award.



TONY MILNER 20 YEARS AWARD



TONY MILNER RECEIVES his BFAWU 20 Year Award from the hands of Bryan Ellis at Greggs NE.

Bryan Ellis

'JUST MEMORIES'

*Looking at some pictures, I wish I
was still there*

*A lovely fresh complexion and a head
of curly hair*

*The clothes that I am wearing were
all in fashion then*

*That special age you go through,
when boys turn into men*

*Days and nights were brilliant,
hanging out with mates*

*Sending scented letters, to a girl you
want to date*

*Just look at me I'm posing, in front
of my dad's car*

*As family we drove everywhere, but
never went too far*

*My aunty in the background, that
lady on the right*

*Her hair done in a beehive, to dance,
on Saturday night*

*My sister with her tongue out, hand
resting on her hip*

*Married and with children now, this
photo makes her flip*

*My mum and dad were super, they
made me what I am*

*Showed me right from wrong and do,
the very best I can*

*Just looking at these photos, of days
when things were hard*

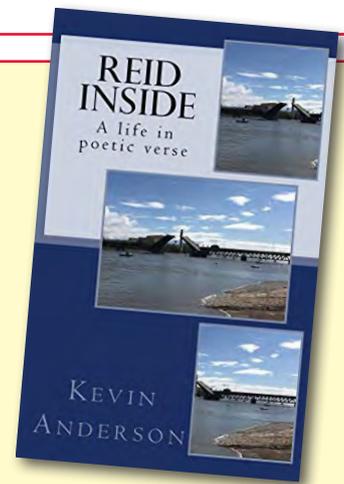
*I see the aluminum bath, hung up in
our back yard*

*I can't believe I'm seeing, how times
have clearly changed*

*How every aspect of our lives, is
totally re-arranged*

*I'll put these photos back now dad,
it's nearly time for tea*

*I'm grateful for the memories, that
life has given me*



'Just Memories' is taken from a newly-published book of poems by **Bill Clegg**, long-serving Branch Secretary at Warburtons Shaw in Oldham.

For reasons he explains in the author notes inside, Bill publishes under the name **Kevin Anderson**, in tribute to the family who looked after him from an early age.

This is Bill's first book of poetry and it's available via Amazon:

www.amazon.co.uk/dp/1987698282



Anderson captures each moment in his whimsical, yet insightful, manner and draws you through each verse, to join him on his remembrances in a poetic meander through the trials and joys of life: from a halcyon trip to a childhood mining town to the simple joys of food. Once you've read it you'll think you've known him all your life.

2017 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 2017 payments totalling £580.00 were made to members of the Unions' Executive Council under Rule 21.1 (p).

National Officers – In 2017 the salary paid to the General Secretary was £48,251. Other benefits paid to and/or on behalf of the General Secretary were £17,085.

2 Income and Expenditure

Total Income 2017	£3,018,682
Total Expenditure 2017	£2,908,699

3 Contributions from Members

Contributions from members in 2017 totalled: £2,594,739

4 Political Fund

Total Income 2017	£77,561
Total Expenditure 2017	£32,112

5 Benevolent/Social Funds

Total Income 2017	£6,548
Total Expenditure 2017	£3,110

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 2017.

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 2017 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. 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.

2017 FINANCIAL STATEMENT TO MEMBERS: cont'd

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.

A further description of our responsibilities for the audit of the financial statements is located on the *Financial Reporting Council's* website at: www.frc.org.uk/auditorsresponsibilities.

This description forms part of our Auditors' report.

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 & Co. LLP

Chartered Accountants/Statutory Auditors
Unit A, Faraday Court, Manor Royal Estate
Crawley, RH10 9PU
30th May, 2018

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.
- 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 2017.

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

Alternatively, copies of the Union's Accounts for 2017 and the Treasurer's Report are available from Head Office, free of charge, to members.

**Ronnie Draper
General Secretary**

STATEMENT TO MEMBERS REGARDING POLITICAL FUND CONTRIBUTIONS 2018

Reminder to Members who joined on or after the 31st of March 2018 and opted to contribute to the Unions Political Fund

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 2018**

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

BFAWU OFFICERS AND REGIONAL ADDRESSES

Head Office (email: info@bfawu.org)
Stanborough House, Great North Road,
Stanborough, Welwyn Garden City,
Hertfordshire AL8 7TA

Tel: 01707 260150/259450

Mr R Draper – General Secretary
email: ronnie.draper@bfawu.org

Mr I Hodson – National President
email: ian.hodson@bfawu.org

Also Credit Union

Tel: 01707 259455

email: admin@bfawucreditunion.co.uk

No 1 Region (email: region1@bfawu.org)

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Tottenham
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Tel: 0208 801 0980

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email: steve.finn@bfawu.org

Mr F Loveday – Organising Regional Secretary

Mobile: 07739 326002

email: frank.loveday@bfawu.org

Mr D Hunt – Organising Regional Secretary

Mobile: 07793 911326

email: dave.hunt@bfawu.org

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(Rear) The Courtyard,
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Mr J James – Organising Regional Secretary

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Mr J Singh – Organising Regional Secretary

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Manchester, M16 9EZ

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Mr R Streeter – Regional Officer

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email: roy.streeter@bfawu.org

Mrs P Nazir – Organising Regional Secretary

Mobile: 07739 326013

email: pauline.nazir@bfawu.org

Mr G Atkinson – Organising Regional Secretary

Mobile: 07834 930002

email: geoff.atkinson@bfawu.org

No 5 Region (email: region5@bfawu.org)

10 Greenside
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LS28 8PU

Tel: 01132 565925

Mr M McHugh – Regional Officer

Mobile: 07727 907218

email: mark.mchugh@bfawu.org

Mr I Wood – Organising Regional Secretary

Mobile: 07739 326016

email: ian.wood@bfawu.org

Ms S Woolley – Organising Regional Secretary

Mobile: 07739 326017

email: sarah.woolley@bfawu.org

No 6 Region (email: region6@bfawu.org)

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Clondalkin Village
Clondalkin
Dublin 22

Mr J Martin – Organising Regional Secretary

email: john.martin@bfawu.org

No 7 Region (email: region7@bfawu.org)

Suite 105
City East Business Centre
68–72 Newtownards Road
Belfast BT4 1GW

Tel: 028 9094 1693

Ms L Graham – Regional Officer

Mobile: 07739 326020

email: laura.graham@bfawu.org

JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

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

WANT TO KNOW MORE?

BAKERS, FOOD & ALLIED WORKERS UNION

FREEPOST RTKG-RJRE-CJAT

Stanborough House
Great North Road
WELWYN GARDEN CITY
AL8 7BR

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

Name (Block letters)

Address

..... Postcode

Contact Phone Email address

Where employed at present

Occupation

Signature Date

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