



**The
One Hundred and Second
Annual Conference
held via Zoom
13th–17th June 2021**

Annual Report 2020



Bakers, Food and
Allied Workers Union



Annual Report **For the year 2020**

Presented to the
One Hundred and
Second
Annual Conference
held via Zoom
13th–17th June 2021

Sarah Woolley
General Secretary

Ian Hodson
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Executive Council **2020**



General Secretary
Sarah Woolley



National President
Ian Hodson

No 1 Region	M Ambrose Vice President P Kelly
No 2 Region	J Newman J Moore
No 3 Region	D Johnson <i>(resigned Feb 2020)</i> J Barnwell D Manole
No 4 Region	S Welsby J Owens J Fitzpatrick
No 5 Region	E Dinning <i>(replaced by L Burns, November 2019)</i> J Knapper P McCarthy J Carlin <i>(resigned Feb 2020)</i>
No 7 Region	K Flood
Female Rep	R Mullen
Young Members' Rep	L McCourt

ANNUAL REPORT FOR 2020

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Abbreviations used

ACAS: Advisory, Conciliation & Arbitration Service
ASLEF: Associated Society of Locomotive Engineers & Firemen
CLASS: Centre for Labour and Social Studies
CLP: Constituency Labour Party
DPAC: <i>Disabled People Against Cuts</i>
ESOL: English for Speakers of Other Languages
F&GPC: Finance and General Purposes Committee
FTO: Full Time Officials
GFTU: General Federation of Trade Unions
GP: General Practitioner
GS: General Secretary
HR: Human Resources
ICTU: Irish Congress of Trade Unions
IER: Institute for Employment Relations
IUF: International Union of Foodworkers
LGBTQ+: Lesbian, Gay, Bisexual, Trans, Queer/ Questioning, and others
MP: Member of Parliament
MSP: Member of the Scottish Parliament
NP: National President
NULR: National Union Learner Representative
NSSN: National Shop Stewards Network
PPE: Personal Protective Equipment
STUC: Scottish Trades Union Council
TAEN: <i>The Age and Employment Network</i>
TUC: Trades Union Council
TUCG: Trades Union Coordinating Group
TUFI: Trade Union Friends of Israel

EXECUTIVE COUNCIL

Annual Report 2020

2020 has been one of the strangest, most difficult years many of us have ever experienced. Covid-19 has through the year taken over every aspect of our lives from changes to working practices to restrictions on whom we can see and where we can travel, *Furlough* being introduced and, of course, the devastating death toll. Everyone has been impacted in some way by the pandemic including the employers we work with and ourselves as a trade union.

Looking back over the year, so many things happened in such a short space of time:

The fire at Speedibake, Wakefield (Region 5) destroyed a factory that had been there well over 30 years. I remember visiting as a young girl with my dad who worked there as a security guard there initially but moved into health and safety. Thankfully no lives were lost. I met with the members the day after the fire, as did Management, and we were all determined to support each other through the process of getting the factory back on its feet. Unfortunately, ABF later decided the site wouldn't be rebuilt which resulted in a number of redundancies as the Bradford site couldn't take on everyone and wasn't practical for some to get to.

In a scenario completely the opposite to fire we saw the devastating floods that caused chaos to the nation, not least of which the Greggs Treforest Bakery in Region 2. I visited a few days after the water levels had dropped back down and the site was already in the process of being cleaned and dried out. Unfortunately Covid impacted the ability to get things up and running as quickly as initially planned but I'm pleased to report that, a year after the flood, the ovens are back in and normality is almost back. Other than letting agency workers go and not renewing some temporary contracts there were no redundancies due to the flooding, which is positive, and the speed at which the staff at site cleaned up and turned things around is a testament to their work ethic and commitment.

The world seemingly came to a standstill on the 23rd March when Johnson announced we were going into lockdown. Greggs took the decision close all its shops and bakeries, and furlough staff on 100% wages leaving only Balliol open to produce savouries for Iceland. McDonald's and Wetherspoons did the same, though there was some controversy around whether Tim Martin was going to utilise the furlough scheme, thanks to our members in Brighton raising the issue on Twitter which picked up support from the movement and Labour MPs. He eventually U-turned and did the right thing.

Others sites told us that those first few weeks of lockdown when people were panic buying was like the busiest Christmas period they had ever seen, but instead of it being a week in the run up to the big day, it felt like it was never-ending, the stress of keeping up, whilst keeping safe from this unknown virus was exhausting.

Just before lockdown our members over at Allied Bakeries in Region 7 went out on strike over pay, standing shoulder to shoulder with UNITE members on the picket line, stopping everything from going in or out of site. I had my plane ticket booked to go across, I think for the Monday, when the National President rang me to say they were going back round the table, another example of how powerful we are when we stand together as a collective.

As a union when the lockdown was announced we moved all our employees to home working and began fast forwarding ourselves into the 21st century at some speed, utilising platforms such as Zoom for meetings and representing members, setting up WhatsApp groups and Facebook pages to keep in contact in different ways, because face to face wasn't an option.

Thank you to our officials and clerical staff for adapting so quickly to home working, which has been challenging at times to say the least, *you have done a fantastic job throughout.*

Region 3 branch Pennines, in Sheffield, was the next big event. Two sisters had earmarked the site for closure long before Covid hit, but pulled forward the closure date using the impact of Covid as their reasoning. Another long-standing factory of over 30 years closed what felt like overnight, with many employees (including the Branch Secretary) having been there from day one. I remember one of the first things I had done as a full time official was to join the members of the branch on the picket line, striking against the changes the company was intending to make on shift premiums.

For the first time, certainly I think in living memory, we were forced to cancel Annual Conference. We weren't set up to be able to run a digital one and gathering together wasn't an option with the lockdown and subsequent restrictions in place. This meant that Ronnie retired without us having the opportunity to give him a proper send off or thank him for the work he's done for the union for decades. I know we were all hoping to be able to meet up with him at some point during the year but unfortunately that hasn't been able to happen yet. I know you will join me in wishing Ronnie a long and healthy, well-deserved retirement after spending so many years dedicated to our members and great union.

The massive outbreak of Covid cases at Greencore, Northampton, was shocking. The actions of the company throughout were questionable and we saw the reality of a divided Britain where low paid workers were initially blamed for the massive outbreak the employer whose actions on site magnified the situation. Rather than nip the outbreak in the bud like other companies such as Greggs did, by shutting down sites for cleaning within 48 hours after mass testing, they remained open in some form throughout even after legislation was specifically changed in Northampton because of the breakout – showing some employees in our industry really do put profit before people.

We were given the awful news on the 3rd August that Dennis Nash our former National president had passed away. Dennis touched the hearts of many and whilst I never had the pleasure of working with him, the stories I have heard from the many people who did over the years have all been full of praise for him and let's never forget that it's thanks to Dennis that we have our great credit union.

Greggs announced in September that they would be making redundancies as the lockdown and restrictions had pushed them into their first ever loss-making year as a business. The representatives were fantastic throughout the lengthy and complex process, with 11 consultation groups running. It is thanks to them that the number of redundancies throughout the business was 800 and not into multiple thousands.

Allied told us they had lost the COOP contract which would result in redundancies towards the back end of the year and into 2021. Thankfully they weren't at the scale of Greggs, but this was another reminder of the power that supermarkets have over our industry and the devastation that can be caused by them wanting to save an extra couple of pence on a product.

Steve Finn, Regional Officer in Number 1, retired at the end of October, one of our longest-serving officials. Steve is greatly missed in the region and the union as a whole. I know Frank has kept hold of his trusty ruler and a number of us have adopted Steve's tactic over the years of using different coloured pens in meetings, if you know you know!

Dave Dash, Regional Officer in Number 2, retired at the end of December. Again he is missed greatly in the region and the union. Many of you will have a copy of the *Shop Stewards handbook*, that was put together by Dave and he worked hard in the background of the McStrike campaign making sure paperwork complied with legislation for our members to go out on strike.

I know you will join me in wishing both Steve and Dave a long and healthy well deserved retirement after many years devoting their lives to our great union.

You will see from the membership that we haven't had the best year. We have been massively hit by redundancies at Pennines, Speedibake and, of course, Greggs. Even though we had a spike of people joining through the year, mainly due to the pandemic the numbers haven't filled the hole left by the losses. As we come out of the pandemic, we need everyone focused on building their branches and their strength ready for what comes next. We know the pandemic will be a catalyst for employers to look into automation and other flexible working options so they aren't left vulnerable again and we don't want our members bearing the brunt of that.

Finance wise, though we have reduced expenditure massively over the year, you will note that, thanks to the drop in membership and the loss of the money due to legislative changes we used to get from the solicitors, income has dropped quite a bit too.

We believe we are in for a tough couple of years all round and we will need to make changes and adjust to life post Covid-19 but we are determined that the changes we make will see us thrive and continue to be the powerful independent trade union we know we are.

Finally thank you to all of our members for keeping the nation fed through 2020 and thank you to our amazing representatives for supporting them and us through the hardest year any of us have experienced.

I look forward to being able to come and meet you once the restrictions have lifted and work together going forwards rebuilding our great union

In solidarity

Sarah Woolley

General Secretary

on behalf of the **Executive Council**

EXECUTIVE COUNCIL MINUTES

Brief from the Executive Council meeting held via Zoom on the 13th May 2020

Present; Sarah Woolley (General Secretary), Ian Hodson(National President), John Newman, Jackie Barnwell, Dimitru Manole, John Fitzpatrick, John Owens, Shaun Welsby, Pauline McCarthy, Joe Knapper, Lee Burns, Rachel Mullen, Lauren McCourt

Apologies Mandy Ambrose, Patrick Kelly, Jason Moore, Kevin Flood

The National President opened the meeting and thanked everyone for joining the zoom call and their continued work on behalf of our members. He welcomed Sarah Woolley to her new role and thanked Ronnie Draper for the work he had done. He finished by saying that the pandemic had caused a massive learning curve but he felt we had responded well as an executive supporting members, the WhatsApp groups had certainly helped.

The General Secretary thanked Ronnie Draper for his support and went on to thank the Clerks and the FTOs for their continued work through the pandemic and the challenges it has caused us all, especially those who wouldn't normally work from home.

Prior to the meeting a report was circulated to the executive from the National Officers which served as the agenda.

Decisions were made on the Pension scheme recovery plan, to increase payments towards it and to look at contribution rates and retirement age limits for members of it.

Full Time Officers

No decision was made around replacing FTOs Steve Finn and Dave Dash, though the discussion around that will continue in a second zoom meeting in June, at which the national officers will have prepared a plan on how the structure of the officials could look going forward with current membership figures.

The executive agreed Steve Finn's request to extend his retirement date and in recognition of his long service agreed a gift to Ronnie Draper.

The executive agreed that the National Officers should meet virtually with the officials from region 3 to discuss who would move over to region 5 permanently – this occurred and Jit Singh volunteered to move across.

Concerns were raised that officials weren't taking holidays throughout the year; some were leaving them towards the back end regularly at the potential detriment of their health.

National Conference 2020

After a lengthy debate the executive agreed that the safest and most practical thing to do would be to cancel conference, but thanked all the branches for taking the time to submit motions that hopefully would come back next year. It was agreed the award winners would still be recognised when it was safe to do so and 2019 delegates to Labour Party conference and TUC congress would be asked to attend again for 2020.

HR Software

The executive agreed not to renew the subscription with XpertHR and instead subscribe to Emplaw which was cheaper, with more licences and more information around HR documents and Employment law.

National Food Service

The executive agreed for the General Secretary to look into how we can work with National Food Service as an organisation going forwards and would come back with a plan and agreement to do so to the next meeting

Member communications

Concerns were raised about how few email addresses we have for members when trying to communicate through this pandemic and the executive agreed that a reminder would be put regularly in the foodworker that details need to be kept up to date

The executive agreed to begin work on refreshing and upgrading the website.

Sexual Harassment Charter

The executive agreed for the GS to champion alongside Jo Grady UCU a sexual harassment charter which includes putting organisational measures in place and for the GS to begin work around implementation.

Dealing with Covid

The executive thanked the clerks for the work they had undertaken from home to avoid disruption to the union's accounts and branch expenses.

The executive agreed that we should look into research streams, beginning with the GS continuing discussions with her contact Dr Andy Hodder who had offered to do something around Covid19 for us.

A discussion was had around a Covid themed foodworker and that rather than having a separate Green newsletter that it would become an element of the foodworker like health and safety is.

Finally a discussion was had around membership and the impact of COVID19 on it. The NP reported that we were in April we had made 100 less members than April 2019 but had made 100 more than March 2020; the executive agreed that our significant profile needs to be transferred into membership numbers.

There being no other business the meeting concluded.

Brief from the Executive Council (EC) meeting held via Zoom on the 18th June 2020

Present: Sarah Woolley (General Secretary - GS), Ian Hodson (National President - NP), Mandy Ambrose (Vice-President), John Newman, Jackie Barnwell, Dimitru Manole, John Fitzpatrick, John Owens, Jim Carlin, Pauline McCarthy, Joe Knapper, Rachel Mullen, Lauren McCourt, Kevin Flood

Apologies: Patrick Kelly, Jason Moore, Shaun Welsby, Lee Burns

Minutes of previous meeting(s)

Minutes of meeting May agreed and approved.

Membership

The GS gave an update on the current membership position. Reference was made to the closure of *Pennine Foods* with the loss of 248 members.

An update was given on the situation at *Greencore* which had seen an increase in membership thanks to the activity on Facebook. It was reported that, after two years of debate, they were finally in a position of gaining recognition at Unit K, the last unit.

Grants & Appeals

Members Grants and Appeals were debated and decided upon

Full Time Officials

Due to the membership levels, the EC decided not to replace Full Time Officials Steve Finn and Dave Dash when they retire. The position will be reviewed if the situation changes

Contributions

Given the current exceptional climate, the EC agreed to postpone any increase in contributions in September, leaving the rates as they are, but agreed to review the situation at the November meeting

Any Other Business

The EC agreed to the creation of a BAME network with the intention of identifying barriers and issues BAME members face, so that the Union can move to remove barriers; provide support with issues; and challenge racism. The NP confirmed Haroon Rashid had agreed to lead on the work and asked the Vice President to support. The EC agreed this would be a big piece of work, but was one that needed to be started.

A discussion took place around the use of social media and the need for a Code of Conduct to be established

There being no other business the meeting concluded.

Brief from the Executive Council meeting held via Zoom on the 5th and 6th August 2020

Present: Sarah Woolley (General Secretary - GS), Ian Hodson(National President - NP), John Newman, Dimitru Manole, John Fitzpatrick, John Owens, , Pauline McCarthy, Joe Knapper, Rachel Mullen, Shaun Welsby

Apologies: Mandy Ambrose (Vice-President), Patrick Kelly, Jason Moore, Lee Burns, Jackie Barnwell, Jim Carlin, Lauren McCourt, Kevin Flood

A minutes silence was held to remember the late Dennis Nash

Minutes of previous meetings

The June minutes were agreed

Correspondence

The executive agreed a new member benefit, working with Blue Orchid Hotels

It was also agreed to work with Lockdown Cinema

Regional Documents

The executive discussed the inconsistent approach to virtual regional council meetings and how to solve this before October

Health and Safety

Covid and the measures in place in workplaces and outbreaks that have occurred were discussed at length

Membership

The executive noted a loss of 298 members over the quarter, though recognised that despite the pandemic had it not been for the closure of *Pennines* and *Speedibake* (neither of which being Covid-related) there would have been an increase of 51 in the quarter.

The current challenges around organising due to Covid were also discussed.

Grants & Appeals

Members Grants and Appeals were debated and decided upon

GDPR/IT

A focus is needed on the Branch Reps GDPR roll out to ensure its completed to reduce risk to the union

The new website is well underway

There being no other business the meeting concluded.

Brief from the Executive Council meeting held via Zoom on the 4th and 5th November 2020

The executive purchased a number of digital cinema tickets earlier in the year from Lockdown Cinema to enable members to watch the film '*The Big meeting*' it was agreed that the 2020 conference award winners would be gifted a ticket and the rest would be split between the regions for the officers to give out.

It was agreed that as well as planning a physical conference for 2021 we needed a 'plan b' digital conference too, there may be limitations on the numbers of delegates allowed to Southport depending on the pandemic, but we will keep the situation under review.

The executive agreed that January regional council meetings would be best served holding a zoom meeting rather than relying on written reports. A zoom user guide was sent out via cyclo to enable this and December branch meetings to take place in order to put motions forward.

A number of grants were made

A discussion was had around the changing situation with regards to employer attitude and behaviours during the pandemic. The executive agreed the following would be the points used to put to the Parliamentary Group and correspondence with employers;

- a) Sick pay should be paid at 100% of wages (average wages for those who are on part time/low/zero hours contracts) and should include when an individual is isolating however many times that may be.
- b) There should be no penalties for isolating, regardless of the number of times, 100% pay should be received and no absence process or disciplinary procedure triggered.
- c) Thermal cameras should be at the entrance of workplaces with a consistent procedure in place to deal with high temperatures if they are identified
- d) Covid risk assessments should be publically published on the company noticeboards and website as a minimum and updated when necessary
- e) Regular safety meetings with health and safety reps need to happen to ensure consultation and communication is happening to reduce confusion and encourage engagement and best practice.

It was agreed that, in order to be more proactive in the current situation, an Organising committee would be set up and meet monthly as would the F&GP from January via zoom.

The executive agreed to put out a survey to the membership in January about the affiliation to the Labour Party and come back together to review the answers and discuss next steps.

There being no other business the meeting concluded.

Brief of the Executive Council meeting held via Zoom between the 3rd and 5th February 2021 (and reconvened meeting held on the 24th February 2021)

Present: S. Woolley (GS) I. Hodson (NP) M. Ambrose (MA) J. Newman (JN) J. Moore (JM) D. Manole (DM) J. Barnwell (JB) J. Owens (JO) S. Welsby (SW) J. Fitzpatrick (JF) J. Knapper (JK) P. McCarthy (PM) L. Burns (LB) K. Flood (KF) R. Mullen (RM) L. McCourt (LM)

Apologies: P. Kelly

Minutes from previous meetings

November exec minutes	mover SW	seconder PM
Emergency exec minutes	mover JN	seconder SW
Cabinet of war meeting minutes	mover JN	seconder KF

Correspondence

A number of Grants were debated and agreed

The executive agreed to meet with *Friends of Durham Miners* with regards to the Redhills campaign.

Agreed to continue a number of affiliations, and to continue to work through affiliations to check utilising them to the fullest

GDPR/IT

No GDPR breaches to report, the executive agreed it is important to carry on with the roll out of the GDPR training into branches to reduce the risk to the union and ensure compliance

The website is almost finished and ready to launch

Online joining has seen some hiccups thanks to differing levels of bureaucracy, the form itself is ready to go and we are hopeful this will be the last change requested

Parliamentary Report

Ian Byrne MP joined the meeting to discuss his work around the 'Right To Food' and 'Fans for Foodbanks' the executive agreed to support the campaign in full, any way the union can.

Health & Safety and Environment

The discussion mainly revolved around Covid and various issues that have occurred on sites, the executive congratulated the health and safety representatives from Greencore who had received the Unsung Heroes of Northamptonshire Rose award for their contribution through the pandemic, keeping members and the community safe.

Concerns were raised around release to be tested and the differences between the lateral flow tests that can be done on sites and the PCR tests that generally are done in community hubs.

There was recognition that there is work to do on Company Sick Pay in recognised sites as it has been eroded over the years as well as the call for changes to SSP to improve it not just through the pandemic, but permanently as well as remembering to still concentrate on non Covid health and safety matters to keep people safe.

The executive agreed to hold a Health and safety reps meeting on the 22nd May, details to follow

Education

The courses cancelled due to the pandemic have been moved further into the academic year Details have been circulated to the Full Time Officials.

TUC

All the equality conferences are being held online this year and are open to all members.

Organising

There was an extensive debate on the situation of the union which covered people's lack of understanding around trade unions, barriers to joining, the impact of automation on the industry, branding of the union, capturing young people.

It was agreed that we would roll out the 2 day organising course that had been run previously when we were able to do so.

Labour Party

The executive agreed the wording for the affiliation survey to be distributed out to members, for a review of the results at the next meeting.

Learning Services

The executive are extremely saddened at the situation with English Learning Project funding ceasing at the end of March. They thanked the team for the excellent work done over the years, especially over the last 12 months.

Concerns were raised around the support ULRs would receive in England going forwards and it was agreed we would look to work with the TUC and GFTU to ensure support was there.

It was agreed that a ULR conference would be held towards the end of March.

Conference

The executive agreed that this year conference would be held *digitally* due to the restrictions in place for the foreseeable future, during the same dates.

A committee was put together to work on arrangements alongside the standing orders committee, taking access to digital technology into account and also opportunities to utilise the time with training sessions, reps meetings etc.

The executive agreed that branches should elect delegates as they would normally.

Concerns were raised around how postal branches would operate, after a discussion it was agreed that we would, in postal branches only automatically allow standing orders and executive council members to attend, we would then refer to the delegates list in 2019 unless in exceptional circumstances that the person couldn't attend.

There being no other business the meeting concluded.

Brief of the Executive Council meeting held via Zoom 4th to 7th May 2021

Present: S. Woolley (GS), I. Hodson (NP), J. Newman (JN), J. Moore (JM), D. Manole (DM), J. Barnwell (JB), J. Owens (JO), S. Welsby (SW), J. Fitzpatrick (JF), J. Knapper (JK), P. McCarthy (PM), L. Burns (LB), K. Flood (KF), R. Mullen (RM), L. McCourt (LM).

Apologies: M. Ambrose, P. Kelly

Minutes from previous meetings

Mover: P.McCarthy Second: J.Barnwell

Correspondence

The executive discussed a number of correspondence letters from various organisations. They agreed to continue a number of affiliations and support initiatives by publicising information to branches and members as well as looking to work closely with the Ella Baker School of Organising and Unions²¹ to broaden out the benefits and training available to members and representatives and Union. We agreed also to work with Midlands TUC and Union-Coops UK as we identified some organising opportunities for the union with both.

Branch Reports

It was noted how good the turnout was to Region 3's last Regional Council meeting and a discussion was had around the importance of utilising the agreements that are in place which apply whether a digital or physical meeting is being held. Paid release for meetings where it has been negotiated should be used and the whole meeting attended.

The executive discussed the situation in Region 7 where members at Hovis had balloted for industrial action to begin on the 14th May at 6.00 and sent our full support and solidarity to the two branches involved.

We also discussed a situation at Rathbones in Region 5 where wage negotiations have broken down and again offered their full support and solidarity to the branch and the reps concerned.

Education

Courses have restarted at Northern College with Covid-safe controls in place. A discussion was had around the importance of supporting ULRs nationally but especially in England now the project has finished and the GS is working on supporting documents. We may need to survey what equipment is in branches that have learning centres down the line. More information will be circulated as soon as it is ready.

A lengthy debate was had around the need for political education and it was hoped that developing links with the Ella Baker School as well as utilising current educational sources we could build on this.

Health & Safety and Environment

There is still a lot going on in terms of Covid on sites which will continue to be a focus for the foreseeable future.

It was raised as a concern at the lack of Health and Safety contributions at regional council meetings and whilst it was recognised how much has been happening over the last 12 months, no workplace is 100% safe or risk free. Mental health and the impact of shift patterns were also discussed at length.

There is a safety, health and environment online meeting being held on the 22nd May 10.00-13.30 with the registration link:

<https://us02web.zoom.us/join/joinme/register/tZUtdOqsrgjvGt1G3JOg23-sY40Mp8UhQcNT>

Reps and members are encouraged to attend.

A lengthy debate was had around the role of Fire Marshalls and what employers should expect. It was agreed that our members are not trained Fire Fighters and whilst there may be aspects of a role such as turning an oven off that are required in the event of a fire, our members should not be risking their health and even lives fighting fires – that is for the professionals who are trained to do it safely.

Organising

The drop in membership is once again a serious concern. The organising committee has discussed at length barriers to joining and have a number of plans to remove barriers, including looking at the impact of 2nd Generation contracts, language and training. It was agreed that we would look to re-run the organising course. Once updated, a trial will be run before rolling out nationally.

Political

A lengthy discussion was had over the Political survey results and what the next steps should be. It was decided that a report will be compiled from the results and circulated shortly before Annual Conference so that members can see the results in full.

A discussion was had around the situation in Northern Ireland and concern was raised for the welfare of members there who may get caught up in the increasing tensions.

International

The situation of the Palestinian people was discussed at length, the executive agreed that the situation was appalling and that we would continue to support the Palestine Solidarity Campaign and the work they do.

Conference

A lengthy discussion was held over the arrangements of Conference, and how complex it had been to organise this year with no handover between General Secretaries with regards to conference planning and no access to the closed head office due to COVID restrictions being in place. It hasn't been smooth, but we have tried to work as closely to the rule book as possible, whilst making some necessary changes to the normal way of working due to not being together physically which should ensure the smooth running of Conference.

Award nominations were discussed and the recipients will be announced shortly, along with a reminder of those who had been nominated last year who we would still like to recognise, even though Conference was cancelled.

There being no other business the meeting concluded.

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Organising Regional Secretary's Report 2020

Dear Comrades,

2020 has been by far a year that could be expressed in so many different ways. For myself and the Region, the UK and the world, it has been different beyond belief like a sci-fi movie. Everyone has had to learn new ways of dealing with everything we do each day that we so often took for granted. Having to refrain from seeing families, friends and so many things closed down creating a strange kind of quiet. Isolation affecting many people being left lonely, stressed out with spiralling mental health issues.

As a Union we have had to find as many ways as possible to stay in touch and help our members. The use of meetings via Teams, Zoom and Google, where I have dealt with numerous disciplinary and grievances. Forming and developing WhatsApp groups, some using Twitter and Facebook., along with our Union Website.

January, February and March to a point were fairly normal with the usual recruitment activities, and normal disciplinary and grievance meetings taking place.

As the year unfolded many of us were holding our breath, unsure of which companies would suffer or disappear. What impact this will have on our key workers, our members and their families in the food industry. For those that have survived 2020 next year will continue in a similar fashion until this COVID19 pandemic is truly brought under control or wiped out, which would appear to be highly unlikely for some time. Whilst those providing for high street food shops have flourished the chains on the high street been hit the hardest, with knock on effects to producers, suppliers and delivery drivers.

2021 has to be a year of strengthening our branches from within, where we look to our branch secretaries and reps to step up and help maintain the membership. This is especially needed as full-time officers are virtually unable to be at many sites, and green sites are impossible to leaflet in the normal way. We can only hope that things improve and the high street returns to some form of normality along with all other trades finding a way back.

2020 we said goodbye to Steve Finn, and Dave Dash from region 2 – also Ronnie Draper – not in the way we had hoped for or in a way they would have expected. Our Annual Conference had to be cancelled. Regional Councils became virtual meetings, with fewer able to attend for so many reasons due to the pandemic. Greggs have done the best they can but we know losses will be forthcoming, we can only hope the numbers are small.

In general, the year has seen membership fairly steady over the year. Given all the circumstances we have to call that a result, but we must not become complacent or downbeat. I want to thank all of the members and branch reps for all their kindness and support through the year gone and the year ahead. My thanks to the clerks in all the regions and head office, the National officers and wish Sarah every success in what can only be deemed as the baptism of fire, yet doing a wonderful job so far. I would also like to say a big thank you to Sadik from our Solicitors who has been so helpful to us in Region 1. We must also mention the Learning Services, the great work they have done and the impact on everyone should we not be able to save them.

I would also like to welcome Haroon Rashid who has been seconded from Region 3 to assist myself and Region 1 look after four sites, and will take care of matters when I am on leave. Haroon will be a great asset to the Region whilst he will still be looking after areas of his own Region as they are not replacing Steve for the time being. I know you will welcome Haroon and assist him like you have Steve and myself.

Finally, I hope you and your families all have a better year, stay happy, healthy and safe and I hope to see you all again soon around the Branches.

Frank Loveday
Organising Regional Secretary
Region 1

REGION 2

Organising Regional Secretary's Report 2020

As you'd expect, the Coronavirus caused major issues and problems during 2020 and looks set to continue into 2021. All members faced challenges and a different way of working. Every company I have dealt with have had issues over Covid and I have been involved in many issues concerning our members. I am also involved with the Wales TUC and the issues surrounding Covid as well as sitting on the Hospitality and Tourism group with the Welsh Government. It is with this backdrop that 2020 set a new normal for the foreseeable future.

Allied Bakeries having closed the bakery in Cardiff in 2019 announced further redundancies to the transport and vehicle maintenance department. The despatch department avoided redundancies as the number of agency onsite will be reduced. Through consultation, a number of members expressed their interest in taking voluntary redundancy and these members will be exiting the business in April 2021 when the Co Op contract comes to an end. The wage claim for the despatch was settled for a two year deal, but the wage claim is still outstanding for the transport department due to redundancy consultation. Covid-wise, the company have paid all employees who have been told to self-isolate and no issues were raised with me over social distancing or such other issues.

Greggs Treforest felt the effects of Storm Dennis when the River Taff burst its banks in February 2020 and flooded the bakery. This halted production for Treforest and with the Government later shutting retail, Greggs closed its shops for a period of time. Issues continued on site and with Greggs announcing redundancies throughout the shops, Bakeries and Transport. I was involved with the potential bakery redundancies which when explored fully through the consultation process, no redundancies but the company had an excess of Labour while the new oven was being installed and commissioned in January 2021. However, this was resolved when the Xmas Turkey Bakes was sent to Treforest to have the topping put on the product. Covid has raised issues and for all of Greggs positivity on site, members still feel that the company dictate rather than manage. A point in question was testing for Covid. The company made a decision to test all bakery staff and this raised an issue with a member. The member who refused to take a test, was suspended, then not suspended, but did not make herself available for work, to refusing a reasonable request.

Greggs management in my opinion could have resolved this amicably, but chose the sledgehammer approach instead. As a result, the member wasn't allowed to work, was not being paid and was forced to hand in her notice; such was the fear she had of taking a test. Both sides dug their heels in. The sad thing about this is the company was stating it was to protect employees, but to me it was protecting production. If the company was serious about protecting employees, why were there no testing for delivery drivers and no testing for shop staff? I supported the company for testing, but not the sledgehammer approach they took. This was raised with the Wales TUC and Welsh Government at the time.

Burtons finally settled the pay rise for 2020 and 2021 which avoided a ballot for Industrial action. This was a good result as the previous two ballots for industrial action has resulted in members not voting and we did not reach the 50% required to taking any action. This then gives the company the opportunity to keep pushing the boundaries and as usual, Burton's management continue to want to erode terms and conditions from members which makes it difficult. It is against this backdrop that it becomes difficult to forge partnerships with a company that is determined to win the race to the bottom.

Memory Lane Cakes eventually settled their wage claim and avoided the need to ballot for industrial action. I find it very strange that members, who do not vote in the ballot, then threaten to come out of the union if we implement the result of the ballot and ballot for industrial action. The company in putting salaried staff on furlough decided that they could make some redundancies and several members were made redundant as a result. Covid caused major problems with the two metre rule and other issues in the beginning, which settled down as the weeks went by.

RF Brookes settled the wage claim without any issues and production has been intense. I had many calls at the start from members who were disappointed they were not put on furlough and then from members who were disappointed they were on furlough. I had complaints from members who were on furlough and annoyed the company brought in agency staff, but when I told them I would arrange for them to return to work, they decided that they didn't want to take it further.

I have represented members in the postal branch who have had issues at their place of work. These non-unionised work places leave a lot to be desired and the companies seem to think they can ride roughshod over their employees. It is heartening to see members stand up for themselves against these types of employers.

The Wales Union Learning Fund has provided many courses during 2020 despite the problem of class based learning. Claire James has worked to ensure the project is on track and was successful in adding extra funding for the project due to Covid.

I reported last year that Industrial relations at sites are continually getting harder to manage and lay officials are having difficult times trying to get released to do the job they want to do. This year has been no different and it is testament to the dedicated Branch Secretaries and shop stewards that they have risen to the challenge Covid has thrown up. While some companies have worked with the union through these difficult of times, others have done the opposite and see it as a way of dictating how it should be. This is counterproductive and causes more problems than companies seem to think it will solve. My role as an FTO would be overwhelming if it wasn't for the branch secretaries, shop stewards, health and safety reps and ULR's who give their time to support and represent members at their place of work. This year it has been challenging, difficult and hectic, yet they have done a fantastic job in ensuring all members have a rep available to support them. My thanks go to those and everyone who work tirelessly for this union and the members they represent.

I would like to wish Dave Dash and Steve Finn a long and happy retirement and, because of Covid, we were unable to give them and Ronnie Draper the send-off they deserved.

**John James
Organising Regional Secretary
Region 2**

Region 2

Organising Regional Secretary's Report 2021

The year started with 2,326 members and ended with 2,342 members.

This was an increase of 16 members, not a big amount but better than past years of decline, this is mostly down to the branches recruiting and a few new members in Greggs

I started the year doing Greggs shops and with Dave had done a few roadshows in Brookes and Memory Lane until lockdown stopped all work which was then continued by phone or teams.

After lockdown was relaxed a bit, I was able to meet some shop staff outside to sign them up but only where it was what they wanted, Disciplinary, grievances and redundancies were all done over the phone or online and this was for me heart-breaking for people I had known since I became a FTO where leaving Greggs and all was done by phone.

Working from home has its own problems and going into 2021 we can only hope that we are able to get back out and start to get our recruitment back up and running.

During lockdown we have lost some members and my condolences go to all their families.

My friend and lay activist **Bro Ken Robbins** passed away just before Christmas, Ken was a shop steward in Brookes and when he retired, he gave his time to the union by helping me in roadshows and outside leafleting our different Greenfield companies. I will miss Ken a lot.

We also lost another friend and comrade, **Bro Brian Govan**; Brian was a great guy who was chair of our regional council and had helped the region a lot until his battle with cancer many years ago. This still didn't stop Brian who continued to support the union in the postal branch.

December 2020 saw the retirement of my friend and comrade, **Bro Dave Dash**. I started working with Dave nearly 20 years ago when I was elected an FTO in 2001 and Dave took me under his wing, showing me around all our greenfield companies that we leafleted in the region, Dave also took me around our Greggs shops showing me how he had done it and to help me to find my own way. Over the years we worked together a lot and had some success and some not so successful but throughout we always gave 100% and tried as much to do it with a smile and even have a laugh specially at 5am on a cold winter's morning in Cornwall!

I wish Dave all the best in his retirement and I know we will have his full support and see him around helping us when we can drag him away from his beloved allotments.

I would like to thank my fellow colleagues John, Michelle, Frances and Claire for all the help and support throughout the t

Year and look forward to seeing them in our new office some time in 2021.

Last but not least I would like to thank my good friend **Pat Rowley** who loves nothing better than coming out leafleting with me to try to encourage people to join the union that he loves, Pat maybe in his 90s but his love for our union is eternal.

Gary Johnston
Organising Regional Secretary
Region 2

REGION 3

Regional Officer's Report 2018

Executive summary

Overall performance is good during a challenging year. It's been a busy year on the recruitment front and campaigning on sites. Supporting 100% membership in workforce where the branch is based & developing an 'organising plan' for Region 3.

I would like to thank Region 3 for their hard work which is recognised by the recruitment approximately 765 members, appointed 11 shop stewards and 9 H&S stewards.

It has been a challenging year due to COVID and company closures & redundancies, even though the Region objectives were met. The adverse impact of closures & redundancies resulted in loss of members in 2020. The Region 3 address the challenges of COVID - in the workplace and at the bargaining table. Many members will still be working from home or be furloughed. Others will have to go to work and rightly will want to be kept safe, whilst yet more will be facing bosses intent on using COVID as cover for cuts that are often unnecessary. Also included is vital information on rising living costs, earnings data and a review on some of the bargaining challenges presented to reps by the Covid crisis, as well as the support made available by the union, though.

I would like to thank the Executive Council for leadership & support. Regional Office staff have played a pivotal role in supporting us to achieve our objectives.

Signature Flatbreads, Luton

A recognition agreement was fully executed which would have positive impact on membership. A new union organisation structure implemented and 100% membership strategy also implemented

Greencore, Northampton

A new union organisation structure implemented and 100% membership strategy also implemented. The company is imposing changes to employment T&Cs which are not favourable to members. With the new structure in place this would enhance the membership & union values.

I like to thank Union Reps for playing a pivotal role in the recruitment of members.

Cofresh Leicester

Recruiting new shop stewards to develop the existing organisation structure that would support our objective. Branch successfully completed two roadshows.

Matthew Walker, Derbys

The successful completion branch roadshows & embedded new organisation structure would enhance the delivery of our objectives.

Region 3 would like to thank Branch Secretaries for all their support.

Charnwood Foods (Part of Premier foods), Leicester

New Union Organisation structure in place. This year was challenging, attended various grievances.

I would like to express my appreciation for Branch Secretaries and Shop Stewards for their hard work.

Geencore, Hatfield

We are hoping to secure a recognition agreement due to the large volume of members. Region 3 would like to thank Lukasz Bemka for assisting the campaigns.

Conclusion

Region 3 would like to conclude that they are on target to meet the Regional objectives. Especially the object of recruiting new members by the end 2020.

The workload has significantly increased in all areas, as usual in sites where there are no shop steward structures. This has put tremendous pressure on existing resources. The Covid-19 crisis has greatly affected everyone worldwide but workers in healthcare and other fields of care, as well as those working in vital services and sectors like retail, food production and transport, have been shouldering the most. They have also taken the biggest risks, with their health and safety at work insufficiently protected too often. This shows the fundamental importance of this issue that the Government should address as a high priority.

At the same time, Food workers at the lower end of our labour markets, in precarious jobs or the informal economy, have suffered from lockdowns everywhere. They are paying a high price, losing their jobs and livelihoods without enjoying proper protection in social security. This leaves many of them in poverty, unable to feed their families. more social protection is therefore needed more than ever.

I would like to thank all the team, including the Regional office team provided by Donna & Grace for all their valuable work during this very challenging year with the significant increase in new union members, disiplinary and grievances. Donna & Grace for all their valuable support, further playing a pivotal role on membership checks & supporting the members applications.

I would like to show my appreciation to all the Region 3 FTOs, Union Representatives, Branch Secretaries & Learning Services team for their hard work to deliver our values.

George Atwall
Regional Officer
Region 3

Region 3

Organising Regional Secretary's Report 2020

Organising

Greggs 301

Retail Shops have been through difficult times with the impact of the pandemic. Staff furloughed for many months. This employer has been very progressive with the way it has handled the pandemic. The Company continued to pay commission at previous years rate and is a great example of an employer. Also have a pay rise even though they made massive losses.

Greggs 303

Production ceased on site June 2020, and is now operating as a Distribution Centre. Planned Building Work was postponed due to Covid resulting in another 27 redundancies on site.

Company has been very proactive with dealing with any Health & Safety issues on site during the pandemic.

Allied, West Bromwich

Branch Reps have been active on this site. Company have dealt with Covid well by having extra people sanitizing around the bakery, seating arrangements in canteen area, locker rooms. Social distancing, extra Perspex guarding, early clocking out to avoid the need for individuals to hang around, one way systems implemented, vehicle sanitisation.

Allied, Stoke

Branch Reps have been active on site. Again alot of effort gone into sanitizing around the site to help in reducing the risk of spread.

Warburtons, Eastwood

Branch Secretary Lee Pepper & the reps in control on site. Have attended Dismissal Appeals on site.

Warburtons, Wednesbury

Due to pandemic not attended site. Branch Secretary Danny Butler And reps doing great job.

Hovis, Nottingham

There have been contractual changes on site during the year. Issues relating to covid and have attended Disciplinary Hearings on site. New Branch Secretary elect Paul Hornby. Company has consulted regularly with reps on site regards covid.

Fine Lady Bakeries

Have had a few issues relating to Covid guidelines on site but now resolved. Attended site on Grievance and Dismissal Appeals. Company having regular meetings with regards to mitigating the covid spread on site.

Fine Lady Salaried

No real issues to report.

Pennine Foods 2SFG, Sheffield

Site has closed in April 2020. Massive loss due to an internal restructure of the group and desire to create super sites. My sincere thanks to Branch Sec Debbie Loy and reps for all their hard work during the closure consultation. Massive hit to the local community..

Gunstones 2 SFG, Sheffield

Issues on site during the pandemic. Branch Secretary Andrew Dalby has been very active with Health & Safety. My thanks to Andrew and his reps for all their hardwork over the year.

Frank Roberts, Ilkeston

No rep on site currently. Have put up poster.

Frank Roberts, Northwich

Changes to Shift patterns due to the fluctuations in volume in the Speciality Biscuit factory. Nomination for reps resulting in 2 new reps on site. Have had to deal with Dismissal Appeals on site via teams. My thanks to Russ Hulse for his continued support on site.

BFAWU Learning Services

It was announced that the funding will no longer be available for the England Project by the Government. This is an absolute outcry at a time of national crisis, more and more Companies having to announce redundancies. This Government decides to pull the plug on essential services such as Learning. At a time when mental health of all of us is suffering there has never been a more crucial time for this service to be made available.

Tribunal Officer Duties

Have had to deal with several unfair dismissal cases throughout the year. Sadly many employers have dismissed members for breaches in Covid guidelines.

Haroon Rashid

Organising Regional Secretary
Region 3

Region 3

Organising Regional Secretary's Report 2020

2020 brought another enemy to fight with. This, unfortunately, was a completely different type of enemy than the one we all used to. Not like unscrupulous employers, this one is hidden, very dangerous, and deadly. The majority of the work done last year was in relation to this enemy, working together to overcome challenges, making sure that our members and their families are as safe as practically possible. This exotic virus within a couple of months brought down to their knees the strongest countries and the strongest and the most profitable businesses around the world. The biggest, probably irreversible damage was done to the small businesses, working families as a result of the redundancies all around, in addition to challenges caused by the school closures, site, and community COVID-19 outbreaks, and all the social media experts spreading misinformation and endangering lives.

The biggest challenge last year was making sure, that health and safety regulations are adopted to the new way of working safely. Making sure that the lives of our members are not at risk, and that over these unprecedented times, *profit is not as important as safety*.

Unfortunately, this was not always the case. Many employers tried, and still try to adhere to the social distancing rules and health and safety on the cheapest they can. As they say, "*The skimpy pay twice*" and our shop stewards are monitoring all the steps very carefully, day and night.

The biggest challenges were to achieve 100% pay for those absent from work in the case of any COVID-19 related absences, like contracting the virus, self-isolation due to having symptoms, or due to the close contact with someone Covid-19-positive. It was also required to step in, when the absences were related to looking after the dependent children when the schools were closed.

Government Job Retention Scheme and introducing *Grants for employers* were both good things, but late reaction and inconsistency in the implementation of frequently changing lockdown measures was a massive disaster for the government, which resulted, by the end of 2020, with 90.000 Covid-19 related deaths in the UK alone.

Regardless of the government support, many companies were forced to restructure to adapt to a new world. Redundancies were announced in Greggs, for example, which would vastly affect our membership but many smaller employers decided to reduce their staff levels as Furlough itself was not enough to maintain trade as a part of a supply chain of the closed company.

The situation with COVID-19 and Brexit from 2021 caused many of our Eastern European members to relocate back to Europe, maintaining all the benefits of freedom of movement and employment, This was clearly visible looking at the membership figures.

Organising

Organising in 2020 was very restricted. The vast majority implemented policies around nonessential visits on sites restricting FTO access to membership. We all had to learn new skills, involve more Information Technology in our day to day tasks, making sure that dialogue between the companies and our membership is maintained, that members are protected as well as the jobs are secured. As this task was not as challenging in well-established branches, with full structures of shop stewards, health and safety reps, and ULR's, new branches, with no structures yet, required much more support and time investment to achieve similar results. One-to-one conversations were the most effective way of maintaining the relationship. Branch meetings are now being organised via the Zoom app if required.

Objectives

To maintain a good relationship with www.polska-uk.com as it generates members continuously and to continue working with the regional team to support membership and increase membership density to the best of my abilities. To maintain a good relationship with the branches which are not allowing the site visits at present to make sure, that membership is represented to the best of my ability.

In Conclusion

This year will not be easy, as the situation and spread of Covid-19 is not controlled as it could be. Pushing for a full sick pay should be a priority on the Wage Reviews this year. It was proven that the companies paying bare SSP were the most affected by the pandemic and local outbreaks. As there was no required support, employees were forced to come to work, even having symptoms, to make sure that they are able to provide for their families, to make sure that there is food on the table, and that their bills are paid.

I would like to thank the whole team for their support, mainly George for his continuous guidance, advice, and mentoring. Obvious thanks to the best ever office staff Donna and Grace for their hard work and acting promptly with all requests, even on very short notice. Also, I would like to wish all the retired FTOs and Grace the best time and all the best.

Lukasz Bemka

Organising Regional Secretary

Region 3

REGION 4

Regional Organising Secretary's Report 2020

Overview

What a difficult and different year 2020 has been starting with a plan to be out organising with new representatives around the Greggs shops and organising roadshows at recognised sites only to be stopped in our tracks by the Covid-19 outbreak turning our plans on their head. We as officers have had to learn new skills such as the use of technology to conduct our meetings which in turn has restricted some of the things we do. We have not been allowed on sites unless by specific invite by the site managers and this has been very sporadic – depending on the importance of the issues on those sites some have completely banned visitors

The beginning of the lockdown I started to keep track on a daily basis by doing a daily report and sending to our regional officer as I'd misread an instruction however I found this highlighted the issues some of our sites were encountering as the virus took hold. Some companies dealt with the virus very well others at first seemed just to want to carry on regardless ignoring our members health and safety this led to myself raising questions to the companies advising members that if they thought they were being put at risk they could report the company to the health and safety executive. This also led to me having to confirm what the companies had put in place for my health and safety when asked to attend. I also found that we had members who could not afford to take time off work to self-isolate. Attending work they subsequently ended up being invited to disciplinaries and unfortunately dismissed. This led on a number of occasions to my refusal to attend sites as I felt the need to protect my own health and safety from the virus. I always informed the member and company of this with enough time to arrange other ways to conduct the meetings and our national officers of this action

Pay claims at most of my sites have been settled without my attendance with only one site that I'm aware of being told that due to the virus there would be no increase this year (2020) unfortunately due to the restrictions that the government have put in place we have been unable to hold a branch meeting to gain a mandate to take action although I have advised that to approach management with a suggestion that we may ballot for action could be a way forward at that site

There have been a number of companies/sites that I cover been using the government furlough scheme to avoid the need to make staff redundant this was most relevant in the Greggs shops. Unfortunately this did not protect all of the members in the shops as the company was hit hard by the lockdown restrictions leading to cuts in hours shop closures and changes to some terms and conditions which in turn led to the union losing membership numbers. I believe this to be a national issue and not just in our region. Other issues this has caused has been the makeup of payments made to members affected, with most only being paid the minimum that the government put in place which has changed on a number of occasions and not making up to full earnings. This again has been a learning curve for us as officers as the scheme itself is new to us and our members

Tribunal officer role

Another year of hard decisions which in some cases have not been acceptable to our members which have led to complaints being lodge against me which in itself has led to me asking to be removed from the role I make the decisions on the information provided seek help from our legal team if needed I have on an occasion let a case go out of time which I was honest with the member again leading to a complaint which I fully expected and advised the member to do

Conclusion

2020 has been a very challenging year for not only us as officers and a union but for our members who have been brilliant in the main by following the guidelines set out by the government the rules put in place in the sites that they work and kept the nation fed unfortunately as we enter 2021 things look like they are going to continue to be different and difficult we have to look at other ways to conduct our business by way of being able to organise our recognised sites the tool kit provided does not seem to be working in region 4 as not one site has responded not even to say they have received the documents we as officers need the help of our on-site representatives to assist in more recruitment we are not only here for representation or negotiation

I'd like to thank John in our office for the work he has done over the last year in difficult conditions and also to wish Pauline Worsnop a long and happy retirement as she has chosen to retire I'd also like to thank Pauline Nazir and Roy Streeter for their support over the last twelve months.

Geoff Atkinson
Organising Regional Secretary
Region 4

Region 4

Regional Organising Secretary's Report 2020

Dear Colleagues

The past year has shown many challenges, what with Covid 19. I think working from home is the hardest thing, I have visited a few sites where it is Covid safe over the year – many sites do not want us on site during the pandemic, they seem to be doing whatever they want.

Park Cakes, Oldham

I have been in constant touch with the branch officials, more so with the Branch Secretary Julie. We were told in an off the cuff remark that we would not be getting a pay rise in April 2020. I replied we would need to ballot our members as none of the branch committee or myself had the authority to make that decision, which because of furlough have not been balloted. We were hoping to do the ballot in Jan 2021, then in January 2021 HR informed the branch that that there would be no pay rise in April 2021. I have asked the Branch Secretary to get it in writing for me, my response once again was that we haven't the authority to make that decision, and to put it to the members. I don't understand what HR are doing making the decision, as we haven't even spoken to management. Management have made full use of the furlough system and are doing furlough again in January.

Lots of our members have been dismissed for not following Covid 19 rules, we are dealing with disciplinary and appeals on a regular basis. Lots of people are not taking H&S seriously and are being taken to task, it is a very challenging time. One thing I would say in their defence is that the company have put lots of good measures in place to keep our members safe, we have had a few cases but they are now on the decline. The stewards are picking up members as they go along. I send all correspondence I receive to the branch

Advanced And Standard Park Cakes, Oldham

This is a newly-recognised branch within Park cakes Oldham. We did a ballot for a Branch Secretary and one was duly elected, then decided that it wasn't for her, so now we have to do another election. This branch has been growing little by little during the pandemic.

Management

At the beginning of 2020 there were redundancies within the management structure, some managers took a downgrade to retain their jobs and some Managers took their redundancies. We had quite hard time of it.

Chargehands are the first line of management which had no redundancies. What we did have was a lot of chargehands downgraded because of mistakes they were making and getting themselves into the procedure.

Manchester District Branch

I have Sylvest catering doing the canteen at Park Cakes Oldham. The company have reduced all hours they work so everyone is on reduced hours with the company. We have agreed that it would be reviewed every three months and when everything is running as it was before Covid, people should be able to return to their normal hours. Then they have said that the company is taking away their upgrade for members with responsibilities. At present the members involved have raised a grievance and I am awaiting a date for these to be heard. This branch has 15 workers in total and before we had these issues, we had four members and we now have 8.

I have represented 6 members during the last year, mostly to help them with getting their furlough pay. I have represented two members for cuts in hours.

I also have security at Park Cakes Oldham. I have given advice to two members on a regular basis. There are three members, with a possible eight.

Greggs

I don't think any of our full time officials *haven't* been kept busy by our Greggs members, it has been a busy time. Alison Burke, shop steward, and myself have been in consultations with the company following proposals to reduce assistant managers down to supervisor.

We had lots of upset assistant managers who would then have difficulties managing on a lower income. Some of the ones we did one-to-ones with left the company and some decided to stay and do the 28 trial period to see if they liked it or not. Some used their option to stay.

The problems started when they were to receive their first payment. Some of the new supervisors had done a lot of overtime and not been paid for it. Hopefully it has now gone quiet. I had a few disciplinaries and grievances but only one has been dismissed, all others have been settled.

Fine Lady Foods

I have kept in touch with the branch secretary and officials on a regular basis, I have attended on several occasions, met with management and with stewards for an update on the way the company is managing the Covid 19. I have to say that they have done a really good job making sure everyone is safe. I have attended site to do a grievance and a disciplinary. I send all correspondence I receive to the branch.

In conclusion

This year we as a region are going into all our sites and doing roadshows to try to improve our membership in existing sites. We are also planning to get all new stewards trained so that they are able to fulfil their rolls.

The Credit Union is going from strength to strength and we will continue to look at giving members benefits.

Pauline Nazir

Organising Regional Secretary

Region 4

REGION 5

Regional Officer's Report 2020

Membership

Total membership at the end of December 2020 was **4,655** –a decrease of 81 compared with December 2019.

Organising

Northumberland and Durham/Scotland

There has been a lack of organising in the North East due to Coronavirus, travel restrictions and further lockdowns. Nonetheless we have plans in place to concentrate in the North East when conditions allow. Along with Lizzie Dinning and Jit Singh we will meet and set out organising targets where there is realistic opportunity for membership growth. We will look to pick up organising in previous sites such as Paradise Foods, Northumbrian Fine Foods, and Countrystyle Stockton.

There are now just two Warburtons site in the North East, Free From and Stockton. This is down to the closure of Warburtons Newburn bread plant, with most of the members transferring over to the Free From site next door.

Fast food outlets

Membership continues to grow at Greggs Baliol and Gosforth thanks to the good work of the reps on site.

Scottish Organising has also been affected as above but we continue to concentrate on our existing sites. We have also managed to set up a new branch made up of interpreters which is continually growing.

West Yorkshire and South Yorkshire

The same applies to West and South Yorkshire in terms of organising which has been determined by the Covid outbreak. As a group of officials, we will set out plans to hit the ground running when it is safe to do so.

Salaried Staff

We have salaried members in Wm Jacksons, Hull.

Regional TUCs

From the outbreak of the coronavirus the TUCs have kept members up to date with what is happening in the respective regions and what the latest guidelines are. This has been a good practice from them and one we should encourage going forward. They have also put on many online courses and workshops covering issues related to Covid, Brexit and cuts from the government,

In conclusion

May I conclude by thanking May, Vicky, Lizzie and Jit, the learning services, credit union staff and all the active members for their assistance and support in enabling us to provide the service which our members deserve. Keep safe, happy and healthy

Mark McGHugh
Regional Officer
Region 5

Region 5

Organising Regional Secretary's Report 2020

The year under review has been dominated by Covid 19.

Food factories are deemed essential businesses and were allowed to stay open during the coronavirus crisis. My Branches challenged and worked with management to ensure the safety of members at work. As lockdowns were introduced and FTOs were restricted to attend sites and meeting were done virtually Branches stepped up to the challenge to make sure their workplaces were Covid Safe and were involved in setting up policies and procedures such as :

- *Risk assessments*
- *Social distancing*
- *Cleaning, hygiene and handwashing*
- *Ventilation and air conditioning*
- *Talk to workers and provide information*
- *Working from home*
- *Vulnerable workers*

Branches have been challenging management when procedures haven't been followed to make sure members health and safety is being looked after, Vulnerable workers are being Furloughed and 100% of the their wages are paid and also Food production workers are not treated as second-class and are treated as essential workers. What this pandemic has proved that all workers must join a Union to keep their work places safe and enjoy better Terms & Conditions then non-unionised work places.

Objectives

To get to know my Branches once the restrictions have been lifted as since moving from Region 3 I have had little or no opportunity to visit the sites that I look after. I will continue to support the region working with the team to try and achieve membership growth.

I would like to thank all the Officers in region 5 for their help and guidance over the year. Many thanks to Vicky and May and all the Branch Reps for their help throughout the year as the Region could not function without their support.

Jit Singh

Organising Regional Secretary

No 5 Region

Region 5

Regional Organising Secretary's Report 2020 (Scotland)

Over the last year there has been a real challenge in terms of visibility on some of our sites due to the outbreak of Coronavirus. It has meant that we have had to deal with employers in certain sites through Microsoft Teams and Zoom which has been a challenge for some of our reps.

Warburtons

There has been some upheaval at branch level at Warburtons Bellshill. Jim Carlin resigned as branch sec and also resigned from the Executive Council. Jim has been the mainstay of the branch over the last few years, taking on the E.R programme with great representation of members at Bellshill. I would like to thank Jim for all he has done as a rep at Bellshill and wish him all the best going forward. Add to that Kenny McCue has had health issues and been off sick which has further weakened branch structures. Chris McGill has taken on a role at site at the moment and will need support from myself and members at branch going forward. There has been a new shift change put in place at Bellshill over this time too.

Recognition agreement negotiated nationally

Dawnfresh

The membership seems to fluctuate at Dawnfresh which I believe is down to the nature of the job. Despite this Branch Sec, W. Brennan and J. McGonigle (Rep) consistently try improving membership at Dawnfresh. In terms of support from myself this has been difficult due to the Covid outbreak as mentioned above. This has been supported with our learning services.

Recognition agreement locally.

Johnstones

Johnstones looked to have bucked the trend over the last few months by taking people on due to winning new contracts. The branch sec Kasia Damek works tirelessly for the members at Johnstones, and at the moment is the only active rep on site due to the other rep leaving the business. Currently working with SCQF and the employer on the grading structures of jobs and job areas. Johnstones also actively use the learning services we provide.

Recognition agreement negotiated locally

Lightbodys

We have recently signed up a few new members at Lightbodys who are active trade unionists that previously worked at other food sites but were with another union. Although we do not have recognition at site, we still have open access to the site and look to build the membership in Lightbodys.

Central Cleaning/Future Cleaning Services

Both cleaning companies have really struggled over the period due to the Covid outbreak with many of them furloughed due to the nature of their job. However Central Cleaning have indicated that they are willing to enter in to a voluntary recognition agreement once the latest lockdown is lifted. This is a good opportunity to increase membership as the cleaners cover lots of different areas of the food industry.

Branch 500/500f

The one good thing to come out of Covid has been getting the message out there that it is important to join a trade union which has been taken on board by many people in the fast food and hospitality.

Organising

We have targeted the sites above to increase membership density before concentrating on other sites. However, we have mapped out areas in preparation of organising once the lockdown is lifted.

I would like to thank the branch secretaries and lay officials in Scotland over what has been a difficult period to which we have never witnessed before. I would thank the support from our Union Learning Organiser

I would finally like to thank our office staff, May and Vicky for all the help and support throughout this challenging time.

Mark McHugh
Regional Officer
Region 5

REGION 7

Regional Officer's Report 2020

Work within the Branches 2020

2020 started off very promising with our work commencing on how to reinvigorate branches, update their training and assess how to increase membership at each site. Training started with two branches in Jan/Feb until we started feeling the effects of the Covid -19 pandemic, and by early March this had started to impact the work we were doing in branches and then impacted into other areas such as pay talks, to the point they were being held off sites on many occasions. Subsequently, all planned organising events at branches were postponed and it was full steam ahead dealing with health & safety, branches, members, employers and working through the pandemic as best we could under fast changing circumstances and ever changing developments.

Health and Safety was the focus from the beginning, from highlighting shortages in workplace PPE, ensuring covid -19 safe measures were being implemented to raising complaints with employers when this was not happening. By the tail end of March and heading into the first national lockdown, we had already begun the process of setting up home-working for the region, something that has continued throughout the rest of 2020, to the point that the year's end has seen the region fully transferred to a home office set-up for the regional clerk and this will be reviewed frequently, our virtual office continues to function and the region/branches have not been impacted in any way by this move.

Branch 701 – Regional Branch

In this branch I have members throughout Northern Ireland who I mainly deal with on an individual basis, with their respective employers not having any formal recognition agreements in place with our union. However through the pandemic I have contacted many of the employers of our members in this branch to check that Health & Safety was being adhered too and offering as much support, advice and guidance to the members of this branch as I possibly could. Over the year I had a successful compromise agreement reached with a member from this branch, which was harder to get to a conclusion due to the restriction of meetings etc, however by mid-August this was signed off to the member's satisfaction.

Branch 702 – Greggs

At the beginning of the year I was trying to focus on recruiting a new rep for this branch following the departure of our last rep, this was not filled in the first quarter of the year and when the national lockdown started the Greggs shops all closed for a period of time. Before this happened and the shops officially closed I was in contact with some of the members we have to explain that anything they needed while they were off that it was just a matter of picking up the phone for our help. By June 2020 the announcement was made that we were looking at the closure of 4 shops in the region and redundancy consultations commenced with members soon after. This involved many 1-1 meetings, all conducted via video or conference calls, with the process being extended through to the end of October 2020, after which the redundancies took place. I have continued to represent members that have not been made redundant but that had accepted redeployment to other shops and finally around the last quarter of 2020 I was able to recruit a new rep. Given that the pandemic is still with us at the end of the year and likely to continue well through 2021, I hope that we can rebuild this branch and we welcome the new rep on board.

Branch 703 – Irwin's Bakery

Over this past year, Irwin's was one of the first branches to get involved with the branch training and GDPR training we put in place. Looking at how to make the branch work more efficiently and how the reps could get more involved with organising seemed very promising, and (as the theme of this report will show in all branches) the pandemic halted any proper progression with these plans. Lots of communication with the reps and management at the beginning of lockdown was time consuming but necessary to ensure we were doing everything we could to work with the employer and raise issues that members felt weren't being address, health and safety again being one of the biggest issues. We also had our pay talk's mid-way through the year, which the company then asked to postpone until September due to the pandemic.

Even though I had been on site throughout the year, by the time pay talks came around the most of this was conducted over video conferencing, however I still attended the location of the site to be able to meet with the reps during periods of adjournment. We managed to secure an agreement for pay talks with an assurance that the company will enter into the long awaited for Job Grading Scheme that employees have been requesting since our last pay talks! Throughout the year I also assisted in representation at disciplinary, grievance and appeal hearings.

Branch 704 – Almac

Almac is a pharmaceutical company that has been working with organisations on the roll out of the covid – 19 vaccine. Over the start of the year branch activity was very quiet however since around August I have had to represent a number of members in this branch. Disciplinary hearings on the whole have been successful as many absences can be directly related to covid – 19, for which the company have excluded these absences from their normal absence management policy and therefore does not trigger the absence management process however it had become apparent that issues with pay, namely company sick pay, has been an issue and this has resulted in grievances from our members. I also resolved a serious issue with a member that was potentially facing dismissal towards the end of the year however the member was happy with the outcome and retained their employment.

Branch 705 – Maine Bakery

The early stages of 2020 was quiet in this branch and I did make contact with them at the beginning of lockdown to offer support, assistance and guidance should they need it. All was pretty quiet in the branch from March to around October when I was contacted by a member after the company decided that they would just issue new contracts of employment, all which was done without any consultation with ourselves or the employees. This is an issue that goes into 2021 unresolved, however now that I have got involved the company have halted their position so we hope that we can achieve a satisfactory outcome in the New Year. We are yet to replace the representative role in this branch and there is reluctance from any of the members still here to step forward into the position, which means I still deal with every single issue that comes through the branch.

Branch 706 and 707 – Hovis & Hovis Engineers

The year started out so well with pending industrial action on the horizon and strong branch membership support, after many discussions that also involved the Labour Relations Agency, just when we were on the cusp of strike action we postponed the action to ballot on an enhanced offer from the company of 4% for a one year deal. This was accepted by members. The rest of the year is very similar to other branches in that we were dealing with covid related issues and working with the reps to ensure measures were put in place regarding PPE and social distancing. I attended site on a few occasions to represent members and then we commenced our discussions around pay parity. This is ongoing and unresolved at the end of 2020 however with looming pay talks once again we may find ourselves in another dispute early in 2021.

Within the engineering branch of this site, we had consultations throughout the year for better rates of pay, comparable with the job role, and once agreed two options were put to the members of this branch, either of which they were able to accept. Each option saw an increase to rates of pay, which is no mean feat outside of pay talks, and I feel there has been an acceptance of the skilled job roles within this department that commands the rates of pay they are now on. These changes will not impact our next pay talks in Jan 2021.

Branch 709 – Hyndman's Bakery

This branch was effectively dormant for the last year or so following the company advice that we no longer had any employees paying through pay roll and we believed we only had 1 member on direct debit and one on long term sick leave. Early in the year we made another member at this site and this led to some concerns being raised, followed by grievances being lodged.

I was hopeful that after this we could begin to work on growing the branch again when I was requested to attend a meeting by the company and unfortunately the announcement came that in 2021 the site is to closed. Not having any nominated reps in this site either meant that I conducted all the meetings, individual consultation, attended briefings and was permitted to come on site to discuss the redundancy process with the members we had. We then established that the employer had in fact known that some members were still paying union dues through their wages and again grievances followed this news. We managed to resolve this issue and continued with the unfortunate task of redundancy consultations.

At the year-end employees have now been placed on redundancy notice, with a planned closure of the site in March 2021 still going ahead. As with any redundancy process at local sites, I have been involved at every stage, doing as much as we possibly can for the members of the site and will continue to work for the members until their final day at the branch. This branch will then cease to exist at the end of the March 2021 quarter. I wish all the employees the very best for their future and can only hope that the service we have provided them through this period will see them retain their membership beyond the life of the branch.

Branch 710 – Golden Cow

This branch no longer has any paying members and we will look to either address this in 2021 by way of contacting workers at the site through a recruitment drive or remove the branch and place it in the regional branch until we make members.

Branch 711 – Allied Bakery Belfast

Another branch that started off the year with pay talks and a ballot for industrial action! However, unlike the other bakeries in the region, we did not find a resolution to the pay talks here and come February 2020 we were planning the first all-out strike action seen at this site for decades! Then came the big day, Sunday 16th February at 6.00am the strike action commenced and along with our comrades in Unite the Union, we took to the picket line, had unwavering support from our members and the wider public, and made a few headlines that day. The day saw us hold off a number of 40 footer lorries from entering the site, the local police force becoming involved and storm Derek thrown in for the hell of it! The mood on the picket line despite the weather, from all members of both unions, was something I will never forget, we stood strong together, made no decisions without either union's involvement and finally the company caved just after 12 hours into the all-out strike starting.

An offer was put to myself and the other FTO from Unite, which we took to the picket line and the members present on the picket line agreed to postpone the action for another ballot on a new offer, followed by a celebratory roar from members. To say that this was one of the biggest highlights of the year for me and this branch is an understatement, I am so proud of each and every member that stood with us that day and proud as hell for the site union representatives that worked so hard through the various meetings and briefings that took place, which sometimes was so draining we wondered how we would get through them! The ballot was accepted by members from both unions and a new found optimism in the members has been plain to see, when we fight we can win and they'll think twice about underestimating the workers of this site again!

After starting on such a high it was disappointing that the members and reps could not get the recognition they deserved because following this industrial action the pandemic hit, delaying any celebratory drinks or events we wanted to have, our day will come though. Since the strike action we have tried to get back to a working industrial relationship with the company, which at times has been fraught to say the least, but we continue work with the best interests of the people we represent and this was the case when we entered into redundancy consultations in July. During consultations we were able to mitigate some of the proposed redundancies by redeployment and the company also agreed to voluntary redundancies, which is always a more palatable outcome in these situations. After the redundancies we faced further consultations for shift changes and at the end of the year these are up and running and reportedly working fine for members. This has been a busy year in this branch but I thank each and every member and union representative for their support of the union.

Branch 715 and 716 – Moy Park

This branch has seen another busy year, with pay talks starting in the first quarter and at the same time as the covid – 19 outbreak. We unfortunately saw a number of reps needing time off meaning I was more involved with site issues than normal, and with the same needs as the other branches during covid, it really was a busy 2020! We negotiated the highest pay award in this branch that we've ever seen, both in the region as a whole for 2020 and at the site. This followed fast after the implementation of a Job Evaluation Scheme that saw more than 170 workers have their rates of pay increased, and no worker facing a decrease.

A plan was in place early in the year to hold a series of organising events, again all of which have been put on hold due to the pandemic but this site remains one of our largest employers locally and the work still needs to be done. I have been constantly involved each quarter and became very busy when the site had one of the first covid cluster outbreaks in Northern Ireland within a private employer setting and this drew a lot of media attention at the time. We have worked consistently to ensure that the site is aware of their responsibilities and keeping health and safety of workers at the forefront of our dealings with the site. Towards the latter end of the year the reps began returning to work which lifted some of the workload, and we even recruited new reps towards the end of the year. Making members remains a priority as the scope for growth is there but we face another year of wondering how to tackle this with the end of the pandemic nowhere in sight and no clear processes or resources to move forward with regarding organising.

Branch 726 – Howell House

This site has been quiet but steady this year. The branch is coming to the end of a 2 year deal and, like the rest of the branches, I have kept in touch with the reps throughout the year and the pandemic, providing advice and guidance to them and dealing with issues as they arise. The branch reps attended the GDPR training event at the beginning of the year and I also ran a session on the Branch Tool Kits provided by the union and went through other work I had put in place for branch efficiency, we also discussed how to try and get the site to 100% membership but that has not happened by the end of 2020. While it remains a small site with regards to the number of employees it actually has, it is under the umbrella of the larger Branch 703 (Irwin's is its parent company) and we have plans to work with the employer to implement some better terms and conditions that are already in place in branch 703, we hope this will see an uplift to the 100% target in 2021.

Legal Services in Region 7 2020

- Through the year the union legal services has secured **£35,301.10** in personal injury claims.
- 2020 was a quiet year for compromise agreements and I only worked on one that settled for **£3000**.

Organising in Region 7 2020

Organising as we know it was practically decimated this year due to covid – 19. We have relied on the branches to make members through the year and it feels like we have also relied on making members through word of mouth due to the lack of an effective mechanism for preparedness or online presence, and due to this we have disappointingly seen an overall reduced membership for the 2020 year. This is also disappointing as this year has potentially been one of the most intensive years of work I've seen in my time as an FTO. We have not been able to work as normal with regards to recruitment and this means the organising strategies I've had in place for 2020 were not met, however due to not being able to work as normal in no way implies that we have worked any less!

Membership Figures

Our membership over the year 2020 saw a decrease of 32 members, some of these were as a result of Greggs and Allied redundancies. However throughout the year we have made members and if we had not I fear this number would have been significantly higher.

Regional Business

Over the year we, like everyone, faced challenges with the global pandemic as a region. Thankfully we started preparations early for the fact we may have had to work from home. The regional office clerk was up and running with this within a matter of days and we haven't experienced many issues with the change of working environment. I was conscious that this may disrupt the region slightly in that we would not have a physical office space in operation but given how the whole year has now turned out it suits the region to work as we currently have been since the end of March 2020.

We have continued to work to the best of our ability for the members we represent, on the limited resources we have. Our members and their families have been at the heart of the work we have been doing this past year, their safety at work and their health at all times remains our first priority and we hope that members have felt throughout the year that despite the worry we all have regarding covid – 19, that at any time they have only needed to life the phone, send an email or text and they have our support, assistance and help at all times.

The region continued to look at cost saving as we have been doing for a number of years, and even through the pandemic we wanted to ensure that decisions taken to reduce cost, close the office and open it on a virtual basis would not be at a detriment to our members in any way.

We have managed to conduct as much of the normal duties as possible throughout the year and, with the exception of physical organising, our representation of members, numerous pay talks, redundancies, meetings, consultations etc have all still went ahead to the satisfaction of members.

Retired Members/Unwaged and Free Card Holders 2020

As of December 2020 we reported the following figures:

- Retired/Unwaged members – 78
- Free Card Holders – 26

Conclusions

2020 started on such a high that I was so optimistic and hopeful about the rest of the year. Following the successful strike action at Allied Bakery Belfast, a series of good pay deals in different sites and the efforts we went to in the beginning of 2020 to reinvigorate branches and their reps, the global pandemic hit us all hard. It's been a year of enormous highs and bottomless lows, but through this time the industry we work in has continued to work without any breaks and the essential workforce that we represent are now front and centre for the country to see.

The past year has highlighted the food industry to be one of the most essential and necessary industries in the world, outside of health and social care, and our workers deserve so much more than the bare minimum wages the bosses of our industry feel they need to pay them. 2020 has been hard, sad and at times mentally draining but finally the rest of the country and the world can see what our union has known all along, we represent one of the best workforces in the land! I'm coming out of 2020 with the knowledge that I need to do more, push harder and fight better to enhance the lives, pay, terms and conditions and workplace of the members we represent, because without them we could not survive, not just as a union but as a society.

Solidarity to you all, may 2021 be safe and happy for you and your families and let's fight to put the food industry back to the top of the food chain!

I would like to thank all the reps from the branches for their support throughout this year, you have all been very supportive and I couldn't do this job without you.

I would like to thank our office clerk Renee Halliday for her support throughout the year, for being on the end of the phone to support the region and also to thank her for putting up with yet another office move! It wasn't easy under the circumstances!

Solidarity

**Laura Graham
Regional Officer
Region 7**

Full Time Officers

No 1 Region

Bro F Loveday Organising Regional Secretary

No 2 Region

Bro G Johnston Organising Regional Secretary

Bro J James Organising Regional Secretary

No 3 Region

Bro G Atwall Regional Officer

Bro H Rashid Organising Regional Secretary

Bro L Bemka Organising Regional Secretary

No 4 Region

Bro R Streeter Regional Officer

Sis P Nazir Organising Regional Secretary

Bro G Atkinson Organising Regional Secretary

No 5 Region

Bro M McHugh Regional Officer

Sis L Dinning Organising Regional Secretary

Bro J Singh Organising Regional Secretary

No 7 Region

Sis L Graham Regional Officer

Previous Conference Venues and Presidents

Conference		President	Conference		President
1910	Birmingham	F Bentley (Manchester)	1970	Rhyl	C Child (Birmingham)
1911	London		1971	Blackpool	
1912	Liverpool		1972	Torquay	
1913	Cardiff		1973	Bridlington	
1914	Leicester		1974	Great Yarmouth	
1915	Leeds	J S Brown (Barrow)	1975	Skegness	
1916	Southampton		1976	Southport	
1918	London		1977	Torquay	
1919	Oxford		1978	Bridlington	
1920	London		1978	Birmingham recall Conference	
1921	Southport		1979	Margate	T O'Neill (Bradford)
1922	Swansea		1980	Skegness	
1923	Worcester		1981	Bridlington	
1924	Cambridge		1982	Bridlington	
1925	Nottingham		1983	Bridlington	
1926	Bristol	T Fems (Birmingham)	1984	Bridlington	
1927	Birmingham	H J Keen (London)	1985	Blackpool	
1928	Cardiff		1986	Blackpool	
1929	Manchester		1987	Blackpool	
1930	Portsmouth		1988	Blackpool	
1932	Blackpool		1989	Blackpool	
1934	Leicester		1990	Morecambe	
1936	London		1991	Morecambe	
1938	Birmingham		1992	Morecambe	
1940	Birmingham		1993	Morecambe	
1942	Birmingham		1994	Morecambe	D Nash (Nat Pres Elect)
1945	Morecambe		1995	Morecambe	
1946	Nottingham		1996	Blackpool	
1947	Cardiff		1997	Bridlington	
1948	Margate		1998	Bridlington	
1949	Blackpool	E Haynes (Birmingham)	1999	Bridlington	R Draper (Nat Pres Elect)
1950	Brighton		2000	Bridlington	
1951	Whitley Bay		2001	Bridlington	
1951	Birmingham		2002	Bridlington	
1953	Margate		2003	Bridlington	
1954	Weston-Super-Mare		2004	Bridlington	
1955	Birmingham		2005	Bridlington	
1956	Rhyl		2006	Bridlington	
1957	Morecambe		2007	Bridlington	
1958	Bournemouth		2008	Bridlington	
1959	Southport		2009	Bridlington	
1960	Leamington Spa		2010	Bridlington	
1961	Blackpool		2011	Bridlington	
1962	Weston-Super-Mare		2012	Bridlington	
1963	Bridlington		2013	Bridlington	
1964	Great Yarmouth		2014	Southport	<i>Note:</i> Annual Conference 2020 cancelled as a result of the Pandemic
1965	Rhyl		2015	Southport	
1965	Birmingham		2016	Southport	
1966	Morecambe		2017	Southport	
1967	Weston-Super-Mare		2018	Southport	
1968	Scarborough		2019	Southport	
1969	Eastbourne				

