

# **Final Agenda**

NUJ Delegate Meeting

Floral Hall, Southport

**8-10 April 2011**

# DM 2011

The following business will be dealt with:

1. Examination of credentials
2. Election of scrutineers
3. Adoption of standing orders
4. Presidential address
5. General Treasurer's statement
6. Notices of motions and annual report
7. Election of officers, DM bodies
8. Presentation to retiring President
9. Votes of thanks

The NEC appeals to delegates to remain during the whole of the business and to attend all sessions promptly.

**Please could all branches consider scrutineers in advance of conference and submit names to Lena Calvert ([lenac@nuj.org.uk](mailto:lenac@nuj.org.uk)) BY 31 MARCH. This will allow elections to take place swiftly at the beginning of conference.**

**Jeremy Dear  
General Secretary**

# PROPOSED STANDING ORDERS FOR 2011 DELEGATE MEETING

- 1** Standing Orders Committee will recommend the order of business and time limits. Any two members of the SOC shall have the right to address the Meeting on any question affecting the Agenda of Delegate Meetings.
- 2** Sections of business for which there is an overall time limit shall not extend beyond that limit, subject to any revised recommendation by SOC on duration and time limits. Unfinished business for that session shall be remitted to a later session of conference. Extensions of time limits on individual speeches will be allowed only with the permission of two-thirds of the delegates present and voting and shall not exceed the period of the original time limit.
- 3** Motions supported by the National Executive Council shall in the absence of objections be put for formal adoption without debate.
- 4** Motions which in the opinion of SOC can be dealt with by the NEC or other Councils administratively and which do not require a decision by DM shall, subject to appeal to DM by the movers, be formally remitted by the meeting to the NEC or the appropriate Council.
- 5** On the proposition of a delegate, duly seconded, conference may vote by a simple majority to remit to the NEC or other Council a motion being debated.
- 6** Amendments to Late Notice Motions must be in the hands of SOC not later than three hours after the start of business on the first day of the DM.
- 7** Emergency motions may be submitted under the provisions of Rule 9(d)(iii)(C), but shall not be laid before conference until SOC has made recommendations as to whether or not they comply with those provisions.
- 8** A motion or an amendment shall be debated only after it has been seconded by a tabling body other than the movers.
- 9** Where several tabling bodies agree to a composite motion the movers of such motion shall not be permitted to withdraw the motion without the agreement of all tabling bodies who have contributed to the composite.
- 10** Tabling bodies may instruct appropriate officials to move, second or speak on their behalf. An Industrial Council or other council shall have first call on officials who normally service that council.
- 11** Where the acceptance by a tabling body prior to or during a debate of one amendment to a substantive motion would preclude debate on other amendments properly tabled to the same motion, the tabling body's normal prerogative to accept any amendment shall stand suspended.
- 12** The seconder of a motion or of an amendment may second formally and reserve the right to speak later in the debate.
- 13** An amendment to a motion shall be disposed of before any subsequent amendment is moved. If an amendment is carried the motion as amended becomes the substantive motion.
- 14** The mover of a motion shall have the right to reply and this shall close the debate. The reply shall not deal with any matter not covered in the debate. This right shall apply only where the motion has been opposed. No other member shall speak more than once on the same question except to a point of order or by permission of the Chair. There shall be no right to reply to a procedural motion.
- 15** When a point of order is raised, the debate shall be suspended until the Chair has given a ruling which shall be given at once.
- 16** A member asking a question shall not add any statement.
- 17** A debate may be closed if the Chair considers there is no substantial difference of opinion.
- 18** After a motion or amendment has been moved and seconded, any delegate whose branch has not already spoken on it, may at the close of any speech move "That the question be now put". If such a motion be moved during discussion on an amendment, it shall be taken as referring only to the amendment. Unless it shall appear to the Chair frivolous or an infringement of the rights of the minority, the motion "That the question be now put" shall be put forthwith and decided without discussion. If it be carried it shall be without prejudice to any right of reply under SO14.
- 19** A motion not otherwise ordered to be taken seriatim may be so taken on the motion of a delegate, duly carried by a two-thirds majority. A motion which is put out of order as a result of such a seriatim vote shall be void as a whole. A motion which has been ordered to be taken seriatim may be taken in its entirety on the motion of a delegate, duly carried by a two-thirds majority.
- 20** Where the NEC has decided its attitude to an DM motion and where the names of those present and voting at the NEC are recorded, any delegate may ask for the details of this vote to be announced to the DM. Any delegate may request a member of the minority on the NEC to speak in the debate on that motion.
- 21** The DM will consider and vote on the union's Annual Report, in accordance with Rule 9(a)(i). Appropriate section(s) of the Annual Report will be moved at the start of an order paper, and put at the end. Once moved, any member may at any time during that order paper ask questions or speak to the sections of the Report before conference, and a delegate from any branch can move a motion to refer the section(s) back to the NEC. A vote on reference back shall be by a simple majority of those voting.
- 22** A delegate of any Branch, none of whose delegates has already spoken on the business before the meeting, may move "next business" at the close of any speech. The acceptance of such motion shall be at the discretion of the Chair. A delegate who has unsuccessfully moved such a motion shall not again move the same motion on the same business.
- 23** Where a delegate disputes a ruling given by the Chair, they may announce to the DM that they are challenging the ruling. If this challenge is supported by 5 or more branches, the Chair shall temporarily vacate the chair and the General Secretary or deputy shall then move, without debate, "That the ruling of your Chair be upheld". Unless two-thirds of delegates present shall vote against this motion, the ruling shall be upheld.
- 24** On the proposal of any delegate duly seconded and carried the General Secretary may be required to verify the credentials of delegates voting.
- 25** Any Standing Order, except this one, may be suspended by the meeting for a specified purpose on a motion to that effect supported by two-thirds of those voting and shall again apply immediately the specified purpose has been resolved.

# Timetable and schedule of Delegate Meeting 2011

Motions are listed in the order in which SOC hopes to take them at DM

Day and Time	Order Paper No.	Order Paper Title	SOC Member
<b>Friday morning</b> 9am - 1pm	1	DM Matters	John Lister
	2	Broadcasting	Charles Harkness
	3	Equality	Pat Healy
	4	TU Rights	Pauline Norris
	5	Discipline	Pauline Norris
<b>Friday afternoon</b> 2pm - 6.30pm	<b>Members of Honour awards</b>		
	6	Finance	Pauline Norris
	7	Government Policies	Pat Healy
	8	Ethics	John Lister
	9	Relations with other organisations	Charles Harkness
<b>Saturday morning</b> 9am - 1pm	10	Organisation	Pauline Norris
	11	International	Charles Harkness
<b>Saturday afternoon</b> 1pm - 6pm	12	Wages, payments and conditions	John Lister
	13	Media Freedom	Pat Healy
	14	Quality of Journalism	John Lister
	15	Training and Health and Safety	Charles Harkness
	16	Copyright	Charles Harkness
<b>Sunday morning</b> 9.30am - 1pm	17	Membership	Pat Healy
	18	Journalist	Pauline Norris
	<b>Closing ceremonies</b>		

## FIRST DAY ORDER PAPERS

SOC order paper/compositing meeting on Thursday 7 April  
SOC Room, Floral Hall, Southport

Tabling bodies with motions and/or amendments in the first seven order papers are requested to send **ONE DELEGATE** to meet with SOC as follows:

### 1.30pm

DM Matters  
Broadcasting  
Equality  
TU Rights  
Discipline

### 3.00pm

Finance  
Government Policies

Full details of the meeting and the draft order papers will be sent to tabling bodies as soon as possible.

**NB.** If you do not send a representative to the meeting or indicate your branch's view of the relevant draft order paper by email or letter, SOC will presume that you agree with the finished order paper. If you wish to speak to the SOC member dealing with your order paper, contact numbers can be found at the back of this agenda.

# Report of the Standing Orders Committee 2011

SOC has considered 149 motions for this year's Preliminary Agenda (2009:161). These attracted 117 amendments (2009:97) and 133 motions remain on the Final Agenda (2009:126). 29 motions seek to amend the Rules. At the time of writing this report the committee has considered 7 late notice motions (2009:1).

SOC continues to be concerned at the number of unselected motions that have been confirmed rather than the mover tabling an amendment to the selected motion. Of further concern are the amendments made to unselected motions by other tabling bodies. This has the effect of confirming an unselected motion which would otherwise not appear in the final agenda.

Where appropriate, all amendments refer to line numbers in the original motion.

SOC has attempted to help tabling bodies by correcting minor errors but only when such a correction did not add to or detract from what the committee understood to be the meaning of the text e.g. literals, typographicals, and minor punctuation, titles of organisations, minor textual changes and new rule numbers. It has also briefly explained out of order recommendations.

SOC would ask tabling bodies to read very carefully Rule 9(d)(iii) on Late Notice Motions and Emergency Motions.

SOC also draws tabling bodies' attention to Standing Order 21 (how Annual Report sections are tabled, debated and questioned). As a convenience to conference SOC has continued to allocate longer sections of the annual report to order papers rather than clauses. SOC also thanks in advance those authors of the report who have written their sections in a way which allows this to be done. However, in doing this there will be reference to the subject matter of motions on other papers placed out of context so SOC advises delegates to be vigilant when they wish to raise a point, ask a question or even propose reference back on a section.

Watch out for where the section has been placed or ask SOC to which order paper it has been assigned. Once a section of the report has been agreed it cannot be revisited.

**SOC pre-DM delegate meeting (to explain procedure etc) will take place on Thursday, 8 April at 6.30pm in the Floral Hall.**

SOC thanks Lena Calvert for all her help, hard work and patience.

## NOTICES OF MOTION

Rule 26(b) precludes the amendment of the rules by Emergency or Late Notice Motion or by amendment to a motion not itself an instruction to amend the rules. SOC has therefore recommended out of order all motions and amendments which fall into this category. With these exceptions, the recommendations made, as to whether particular motions and amendments are in or out of order are printed as a convenience to tabling bodies. They are intended to be purely provisional as they are based only on such information as in the possession of SOC at the relevant time. SOC's recommendations to DM will be made in the light of all representations made to it up to the time of presentation of the order paper in which the motion concerned is included. DM will then, in its acceptance of the order paper, make the final decision.

**NB** Confirmed motions (except selected motions) are marked ✓  
Motions requiring a two-thirds majority are marked  $\frac{2}{3}$

**Charles Harkness/John Lister**  
**Joint Chairs, Standing Orders Committee**  
**February 2011**

Delegates are reminded of the following motion passed at ADM 1982: This ADM resolves that no delegate shall work as a reporter of ADM proceedings or Conferences organised by the TUC, Scottish TUC, Welsh TUC or ICTU, or any other meeting to which he/she is elected by ADM unless reporting for an internal publication e.g. branch newsletter.

# DM MATTERS

✓ **1** This DM instructs the NEC to ensure the next delegate meeting occurs in 12 months' time and that it be called the Annual Delegate Meeting.

**London Central**

✓ **2** This conference notes the increasing diversity of people working in journalism and within the membership of the National Union of Journalists and the challenges and also opportunities this creates for the union and wider union movement.

It further notes the ambition of the NUJ to attract more members from diverse backgrounds and improve representation of, amongst others, women journalists, disabled journalists, black journalists, LGBT journalists and younger journalists.

It also recognises that it is important to attract people from these groups to not only join the NUJ but to also become active members, including standing for elected positions and attending DMs, noting with dismay that only 48 women compared with 108 men attended the ADM in 2009.

Conference believes that elements of DM are not engaging or inclusive to the widest possible membership. This includes social events, the type of workshops and fringe meetings in addition to the structure and style of the DM's formal sessions.

Conference instructs the NEC to

- work with the Equality Council, Disabled Members Council, Black Members Council, DM's organisers, branches local to the location of DM and, where relevant, geographic councils, to actively consider how a more diverse range of members could be engaged at DM when organising social events, fringe events and workshops.

- <sup>26</sup> ● issue a report and implement changes to meet the spirit of  
<sup>27</sup> this motion at the next DM.

**£n/a**

**Equality Council**

✓ **3** This conference notes that throughout international trade-union history it has been evident that communities where a strong cultural tradition exists, and particularly where that tradition has been centred around trade-union activity, have been able to withstand long periods of hardship and adversity.

DM further notes that there is a wealth of trade-union cultural tradition already available to us; this tradition is living and growing, and it is a readily available and easily accessible source of education concerning trade-union history which promotes a broader view of the movement.

This DM therefore instructs the NEC to:

- Investigate ways in which the NUJ could raise its profile among existing groups promoting trade-union culture and encourage the formation of new cultural initiatives
- Ensure that, where possible facilities are made available at DM for participatory cultural events; that such events be widely promoted within the NUJ and the wider trade union movement, such events may include music and singing sessions, poetry readings, dance, art and photographic exhibitions.

**£1,000**

**Dublin**

Add at end: "This DM also instructs the NEC to ensure that thereafter DMs should be held annually until DM decides otherwise."

**£140,000**

**Norfolk**

Lines 26-27, after "and implement", delete to end; insert "practical changes to increase the diversity of delegates to future DMs".

**National Executive Council**

# BROADCASTING

*Selected motion covering motions 5, 6, 7 and 8.*

**4** This DM notes the craven surrender of BBC Senior Management to British coalition government pressure during the licence fee renegotiations. As a result, the BBC has received a six year flat settlement while being forced to take on tens of millions of pounds of additional responsibilities, including the BBC World Service, BBC Monitoring and the Welsh language broadcaster S4C.

<sup>10</sup> It therefore instructs the NEC to work with the NUI parliamentary group in a mass public awareness campaign to try and overturn some of the worst elements of a licence fee settlement which will inevitably lead to mass redundancies at both the World Service and at BBC Monitoring and the closure of many BBC language services.  
<sup>14</sup> £n/a

**BBC World Service**

Insert new second paragraph:

“Conference further notes that this weakness in the face of Government cuts has now resulted in the World Service being decimated and the loss of hundreds of jobs and the continued threat to the BBC Asian Network and even more redundancies. This is a massive attack on our members, resulting in blighted careers and livelihoods. Not least, it will also hugely reduce the number of BME journalists working for the corporation and is a further diminution of the diversity of the media in Britain today. If Government funding cuts succeed, not only at the BBC, but in the arts in general and public services across the board, we will witness a decimated, divided society where profit and the private sector triumph at the expense of public service.”

**Black Members Council**

Lines 10-14, delete “a licence fee settlement.....many BBC language services” and insert “this licence fee settlement. Conference further instructs NEC to organise, together with BBC M/FoCs, BIC and others to organise a campaign within all BBC workplaces to resist any threat of compulsory redundancies, to draw up an alternative plan to cuts and sackings, and to renew the NUI’s opposition to any compulsory redundancies among our members.”

**National Executive Council**

Add at end:

“Furthermore, This DM has no confidence in the leadership of BBC director general Mark Thompson.

In his disingenuous handling of the pensions issue he has let down staff, ensured they will be poorer in retirement and destroyed any remaining impression BBC workers had that their employer believed it had a duty of care towards them.

His handling of the hastily-negotiated licence fee settlement, in the autumn of 2010, allowed no opportunity for public or internal scrutiny. It has left the BBC facing yet more massive cuts to jobs and services.

Meanwhile, Mr Thompson’s failure to adequately address the anger felt about over-inflated executive pay and pensions has further corroded any confidence the public and the staff had in his ability to lead the organisation. These and other senior management failures have decimated staff morale and have caused untold damage to the wider reputation of the BBC.

This DM instructs the NEC to organise, in conjunction with BBC and other activists, a public campaign seeking support for a motion of no confidence in BBC director-general Mark Thompson.”

**BBC London**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no decision required (no instruction to NEC).*

**8** DM considers the BBC’s pensions proposals tabled in November 2010 to be unacceptable.

DM believes the new scheme proposed by management, CAB 2011, would leave many members, were they to join it, in a worse financial position than the initial 1% cap proposal.

DM expresses its concern that the current BBC offer would mean staff paying more, working longer and getting significantly lower pensions.

<sup>9</sup> DM calls on the NEC to work towards a deal for NUJ members working at the BBC that ensures their pensions are protected, as has been promised already and paid for by them.

**£n/a**

**Northern Ireland Broadcasting**

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*SOC recommends that the following amendment puts motion 8 in order.*

Line 9: delete “calls on” insert “instructs”.

**Irish Executive Council**

**✓9** DM condemns the growing practice of networked programming within commercial radio, especially where it leads to the reduction or closure of local news services.

DM is concerned that local services are being replaced by regional and national stations, whose owners provide little more than a skeleton regional news service at peak times. This has led to some commercial stations effectively abandoning local communities, small and large.

DM further condemns the weak position of the regulator OFCOM, which has allowed commercial radio to reduce local news services and form large, disparate news hubs, with staffing levels so low they are unable to react to major breaking stories.

DM instructs the National Executive Council to campaign, together with the Broadcasting Industrial Council, to monitor local news staffing levels within commercial radio and to try to ensure that the remaining news services do not deteriorate any further. Furthermore, Branches should be encouraged to hold stations to account, and to contact OFCOM when major stories are not covered.

**£ up to 1,000**

**Broadcasting Industrial Council  
Also received from Nottingham**

**Selected motion covering motion 12.**

**11** This DM notes the threat to the Welsh language channel's editorial independence and sustainability caused by the DCMS' recent announcement on the future of S4C and also notes:

- **The prospect of a serious fall in quality in Welsh language broadcasting as a result of these attacks.**
- **The danger of serious destabilisation to Welsh broadcasting as a whole created by these changes.**
- **The threat of major job losses which will be created by the proposed cuts to Welsh language television budgets at S4C and also the BBC.**
- **The failure of the DCMS to consult with Welsh politicians, broadcasters or civil society prior to making its decisions.**

This DM instructs the NEC to campaign with other broadcasting unions, and work with elected political representatives and civil society as a whole to oppose these threats to S4C's funding levels, financial sources and editorial independence and to fight to maintain quality Welsh language broadcasting as a whole.

**£1,000**

**Swansea and District**

**Also received from Wales Executive Council**

✓ **12** This DM recognises the considerable threat to Welsh language broadcasting posed by the UK Government's decision to impose severe funding cuts on S4C.

It also recognises the damaging impact on job opportunities for journalists and other creative professionals in Wales arising from those cuts.

DM instructs the NEC to represent the interests of affected members and to take whatever action it sees fit consistent with safeguarding the long-term future of S4C as an independent broadcaster.

DM also instructs the NEC to take whatever action it considers appropriate in the event of threats to the survival of ITV Wales as an independent broadcaster.

**£n/a**

**Cardiff and South East Wales**

Add at end: "DM also instructs the NEC to take whatever action it considers appropriate in the event of threats to the survival of ITV Wales as an independent broadcaster."

**Wales Executive Council**

Add at end: "DM also instructs the NEC to campaign vigorously in defence of members' jobs and media plurality in the event of threats to the survival of ITV Wales as an independent broadcaster."

**Cardiff and South East Wales**

# EQUALITY

✓ **13** This DM notes with alarm the increasingly hostile climate of racial violence against Muslims, Roma, refugees and against black people, resulting in an erosion of citizenship rights, growing religious discrimination, racism within the criminal justice system, the growth of racial and religious profiling in policing, the creation of criminal justice databases which store information on young black or minority ethnic youth.

Conference equally notes that inequality continues to be more entrenched and integration strategy does not seem to have sufficiently addressed persistent inequalities. Black children are still around twice as likely as others to be permanently excluded from school, and ethnic minorities continue to be over-represented in the prison population, and their proportion continues to rise.

Conference is concerned of the role played by media in the debate on integration. The daily diet served up by many politicians and much of our media continually stigmatises minorities and blames them for failing to integrate.

Conference welcome parts of the new Equality Act, which came into force this year, offering extra protection against discrimination in the workplace.

Conference however believes that the Act has been rendered “virtually toothless” by the coalition government’s admission that only part of the legislation will be implemented.

Conference instructs the NEC to work with the TUC to put greater pressure on the new UK Coalition Government to extend all the equality duties across the board and improve legislation .

**£ negligible**

**Black Members Council**

**Selected motion covering motion 15.**

**14** This DM notes:

- 2 **1. The rise of racism and fascism across Europe.**
  - 3 **2. Organisations like the English Defence League terrorising communities across Britain.**
  - 6 **3. The dramatic rise of Islamophobia.**
  - 6 **This DM believes that the way to stop the growth of the EDL is to mobilise as many people as possible to oppose**
  - 8 **them on the streets—not to support calls for a state ban on**
  - 9 **their marches.**
- This DM instructs the NEC to:**
- 11 **1. To support the UAF protests against the EDL.**
  - 13 **2. To donate £500 to Unite Against Fascism to help pay for the cost of organising demonstrations.**
- £ up to 1,000** **South Yorkshire**

Line 2: Add at end of "1":

"fuelled by mainstream politicians such as Prime Minister David Cameron who, on the same day that the English Defence League marched in Luton, declared in Munich that multiculturalism had failed because of the supposed lack of 'British values' within the Moslem community."

**London Magazine**

Line 3: after "English" insert "and Welsh", delete "League" insert "Leagues"

Line 6: delete all after "This DM" and insert:

"recognises the importance of mobilising people on the street to oppose such groups. However, DM also believes that, ultimately, groups like the EDL will be defeated not by demonstrations, but by building community cohesion across all ethnic and religious groups. DM recalls the constructive role that trade unions played in the past building solidarity across all groups in society and combating racism and believes that unions still have an important role to play. However, DM notes the low level of trade union membership in the private sector and believes that it is through recruitment and organising people in the workplace that unions can most effectively combat racism.

DM therefore instructs the NEC to:

Continue to support all trade-union backed campaigns against racism and discrimination, from the UAF and Searchlight nationally to local trades council and community campaigns, by promoting actions and circulating information, as appropriate, to the membership.

Seek to ensure that the issue of trade union recruitment and organising is prioritised in our engagement with other unions and campaign organisations on combating far right groups."

**National Executive Council**

Line 3: delete "like" insert "such as"

Insert after line 5:

"4. David Cameron's statement that 'multiculturalism has failed to stop terrorism' is dangerous and divisive."

"5. Cameron's speech was made on the same day as the EDL brought its bigotry and violence to the streets of Luton."

"6. This statement was an attempt to drive a wedge between different communities by linking Britain's multicultural society with terrorism and national security."

Line 8: after "streets" insert "and argue for political alternatives"

Line 9: delete "marches" insert "activities"

Line 11: delete "the UAF protests against the EDL" insert "protests by UAF and others against the EDL, the Welsh Defence League and the Scottish Defence League"

**London Central**

Line 4: delete "terrorising" insert "attempting to terrorise"

Line 5: after "Islamophobia" insert "or hatred towards Muslims"

Add at end:

"This DM also notes with concern tactics used by Greater Manchester Police against anti-fascist protestors who were demonstrating against the English Defence League in Bolton on March 20th 2010. DM deplores the fact that two members of Unite Against Fascism – including a member of the NUJ – were arrested on suspicion of conspiracy to incite violent disorder and remained under suspicion for eight months before the Crown Prosecution Service advised GMP that no further action should be taken.

DM further notes that the Independent Police Complaints Commission is investigating one incident relating to the anti-fascist protest in Bolton but believes that a wider investigation is necessary if the police are to be held fully accountable for their actions in Bolton on March 20th 2010.

This DM therefore instructs the NEC to:

- a) Give union support to the justice4bolton campaign and its efforts to secure a People's Inquiry into the tactics used by police against anti-fascist protestors in Bolton on March 20th 2010.
- b) Donate £500 to the justice4bolton campaign

**Manchester**

Line 8: insert 'peacefully' after 'them' and delete the rest of the sentence.

Line 11: delete all of point 1.

Line 13: after "organising" insert 'peaceful' .

**Ethics Council**

Line 3: after "League" insert "and Welsh Defence League"

**Wales Executive Council**

✓ **16** Conference notes that great advances have been made in the UK, Ireland and Continental Europe in the living and working environment for Lesbian, Gay, Bisexual and Transgender people.

It also notes that there is still much that needs to be achieved not only to bring about true equality but to tackle on-going issues such as homophobic, bi-phobic and transgender phobic hate crime as highlighted by the NUJ's delegation to the TUC's LGBT annual conference in 2010. There is also much to be done to tackle bullying in the workplace, discrimination at work and barriers to promotion for LGBT people.

Conference further notes that there is no forum for LGBT in the NUJ apart from under the broad remit of the Equality Council.

It also notes that while there are many openly gay, lesbian, bisexual and transgender members active in the union, by applying even the most modest statistical analysis of the population it will be apparent that there are hundreds of LGBT members who are not active.

Conference instructs the NEC to work with the Equality Council and other representative bodies in the NUJ such as geographic councils to establish, support and promote a new NUJ LGBT Forum.

This Forum will be organised under the umbrella of the Equality Council and will include LGBT members of the Equality Council plus other LGBT members who wish to become involved. The Forum will be organised primarily using web-based networks with physical meetings if and when deemed useful, necessary and affordable.

At this stage, this Forum will not be a new council of the  
30 union and will not require any funding beyond existing NUJ  
32 budgets, such as support from the Equality Council and the  
Development Committee, for example. This does not preclude  
future motions at future conferences if and when this Forum  
becomes established and also when the Union's financial  
position improves.

**£ negligible**

**Equality Council**

Lines 30: delete all after "union" to end of sentence (line 32)  
insert "and all activities will be financed from Equality Council  
and Development Committee budgets."

**National Executive Council**

*SOC recommends that the following motion is void for uncertainty of meaning – final paragraph does not read.*

✓ **17** This conference notes the challenge faced by the NUJ and wider trade union movement in attracting new members and engaging with existing members. It recognises that changes in the structure and nature of the labour market, the diversity of society and therefore the workforce and changing social and cultural values all have to be reflected in how our union operates, organises, recruits, represents and is structured.

8 Conference has in the past passed motions aimed at engaging more effectively with people from diverse backgrounds, including but not exclusively, younger people, women, LGBT people, people from ethnic minorities and diverse religious and language backgrounds.

13 However, Conference notes there has been little significant improvement as demonstrated by the gender composition of the NUJ National Executive Council and the last Delegate Meeting. Branches are also reporting problems in attracting members to become active in the union, particularly those who are not already well established in the union with activists predominantly white, middle aged, able bodied, heterosexuals. The challenge is to contribute to value the contribution of these people but finding ways – and implementing ways – of engaging with others.

23 Conference instructs the NEC to create a diversity audit using whatever statistical information is available including NUJ membership information and any available information on the composition of the industry’s workforce. It further instructs the NEC to identify and analyse any such diversity trends in the changing composition of both NUJ membership and the industry’s workforce.

31 Conference further instructs the NEC to then report back to the next rule change DM with recommendations based on these findings to the structure, organisation and organisation of the union, its recruitment and retention strategies and its representative bodies.

**£2,000**

**Cardiff and South East Wales**

✓ **18** In line with the NEC’s campaign to bring forward more women to participate as elected representatives in the NUJ, as agreed at the last ADM (Motion 57), this DM instructs the NEC:

- To instruct all branches and other nominating bodies to put forward gender balanced nominations wherever possible and to actively seek members from under-represented groups to stand
- To make sure that all nomination papers remind branches and nominating bodies that nominations should reflect the diversity of the NUJ membership
- To gather relevant information on the present proportion of women in elected positions and to publicise this regularly i.e. at least annually
- To survey women members to seek their views on what factors now militate against women pursuing elected positions and what steps the union could take to encourage women to greater participation.

**Equality Council**

*SOC recommends that the following amendment puts motion 17 in order.*

Line 1: Delete “conference” insert “Delegate Meeting”

Line 8: Delete “conference” insert “DM”

Line 13: Delete “conference” insert “ DM”

Line 23: Delete “conference” insert “DM”

Delete final paragraph and insert:

“Conference further instructs the NEC to make relevant recommendations to the next DM”.

**Cardiff and South East Wales**

*SOC recommends that the following amendment does not put motion 17 in order.*

Line 31: delete “rule change”.

**Bristol**

Delete first paragraph and insert:

“This DM notes with regret the recent decline in the representation of women on some NUJ bodies, and notes the defeat at the 2009 Delegate Meeting of those sections of Motion 57 which would have obliged branches and other nominating bodies to aim for gender balance in their nominations to NUJ committees, councils, and lay official roles. DM also notes the passing of the remainder of Motion 57, and the constructive efforts of some union bodies over the last 17 months to address this issue. This DM therefore instructs the NEC.”

**Edinburgh Freelance**

Add final bullet point:

“To undertake an equality audit of the union to include structures, services, organisation and bargaining practices, recruitment, monitoring etc., along the lines of the TUC Equality Audit, which unions are required to complete every two years, and to come back to the next DM with information on the progress of the audit and recommendations for improvements, as required, in the union’s overall equality strategy and practices.”

**£2,000**

**Equality Council**

*SOC recommends that the following motion is void for uncertainty of meaning – last bullet point – who insisting on? and is also incapable of implementation if “insisting” on employers.*

- ✓ **19** This DM deplores the lack of robust government data about working disabled people.  
DM believes that such information is vital in identifying and challenging unlawful discrimination affecting disabled workers.  
DM is particularly concerned that existing government statistics show that the media sector has a disabled workforce of only 0.5%.  
DM recognises that the key reasons for such a low figure is gross under-reporting of true figures, a wall of silence and denial around workplace discrimination facing disabled people in the media for fear of prejudice and victimisation, as well as abuse of sickness absence policies by employers.  
DM instructs the NEC
- 14 ● to campaign for improved evidence of disabled employees in the media
  - to request that Equality and Human Rights Commission identify and act against employers who are in breach of disability equality duties.
  - to insist on implementation of best practice examples relating to disability employment; disability and sickness leave, and
  - 27 the establishment of reasonable adjustments.

**Disabled Members Council**

- ✓ **20** This DM reminds members that the union has a zero tolerance policy towards sexual harassment at the workplace and within union structures.  
It instructs the NEC to initiate a campaign to seek to ensure that members respect this policy at all times.
- £1,000** **Equality Council**

## TRADE UNION RIGHTS

- ✓ **21** This DM notes
- the coalition government’s plans to tighten further already draconian anti-union legislation;
  - instructs the NEC to work with other unions to build a united campaign to stop these attacks; and
  - further instructs the NEC to fight for the complete abolition of anti-union legislation introduced by governments since 1979.
- £1,000** **London Central**

*SOC recommends that the following amendment puts motion 19 in order.*

Last bullet point: delete “insist”, insert “negotiate with employers and other bodies”.

**Disabled Members Council**

*SOC recommends that the following amendment puts motion 19 in order.*

Lines 14-21: delete all and insert:

to mount a campaign, informed by best-practice examples of disability employment and disability and sickness leave, to highlight opportunities for disabled people in the media, and to publicise employer’s disability equality duties.

to seek to identify and, if necessary, act against employers in breach of these duties.

to campaign for major improvements in the way the Government collates and uses information about working disabled people.

**£2,000**

**National Executive Council**

Add further bullet point at end:

“Instructs the NEC to work with other unions to lobby the government to implement fully the European Social Charter Articles 2, 4, 5 & 6 – to which the UK is a signatory – which sets out the labour rights of the citizens of Europe.

**Birmingham and Coventry**

✓ **22** This DM notes the current situation at the Manchester Evening News where approximately one third of the staff within its editorial operation are now employed on “management” contracts, meaning they are excluded from collective bargaining arrangements and negotiations involving the NUJ chapel, in spite of all being NUJ eligible.

This DM further notes that in several recent statutory trade union recognition applications made by NUJ chapels in Trinity Mirror and Johnston Press, local managements have made strenuous efforts to exclude key journalists in supervisory roles from collective bargaining on the basis that they are part of senior management.

This DM affirms its support for strong collective bargaining agreements encompassing all but the most senior managers in every newsroom and recognises that such agreements are the bedrock of strong workplace trade union organisation. This DM deplores senior managerial attempts to divide and undermine the NUJ by attempting to remove journalists from collective bargaining agreements.

Therefore, this DM instructs the NEC and NAIC to undertake an immediate review of current bargaining arrangements

22 across all NUJ newspaper chapels and from this to produce an unambiguous model policy over which newsroom roles should be included and which, if any, should be excluded from NUJ collective bargaining arrangements. This policy should act as the most important point of reference for all future chapel agreements and applications for recognition for collective bargaining for the NUJ in the newspapers sector, and could also  
29 be adapted for other industrial sectors.

**£500**

**Trinity Mirror Group Chapel**

✓ **23** This Delegate Meeting notes that:

i) Almost 2 years after signing an exclusive recognition deal covering Pearson Schools in Oxford, Unite still has not one single rep and no discernable members either.

ii) Despite agreeing to work towards joint NUJ/Unite recognition Unite has failed to pursue opportunities for achieving this goal.

iii) The exclusive Unite agreement has not only weakened trade unionism at the Oxford site of Pearson Schools but has also weakened Unite at the Harlow site by massively diluting its presence amongst the body of staff it now purports to represent.

11 The Delegate Meeting congratulates the NUJ chapel at Pearson which has remained strong and continued to recruit  
13 despite being disenfranchised by the Unite deal. It applauds the  
14 General Secretary Jeremy Dear for his decision to refer this issue to the TUC for adjudication. And it calls on the TUC to take a principled stance and insist that Unite pull back from this shabby  
17 sweetheart deal.

The Delegate meeting extends a sincere hand of solidarity to Unite members who wish to work with the NUJ to confront the many problems faced by all our members, recognising in particular the huge scope for working together on the campaign for quality in publishing, once this disgraceful episode at Pearson has been resolved.

**£ negligible**

**Oxford and District**

Line 22-29: delete “and from this to produce an ... be adapted for other industrial sectors” and insert “to assist chapels to identify all roles eligible for membership and, through renegotiation of house agreements, to include them in collective bargaining wherever possible.”

**National Executive Council**

Lines 1-11: delete “This Delegate Meeting notes ... The” insert “This”

Line 13: after “the” insert “exclusive recognition”

Lines 14-17: delete “the General Secretary.....shabby sweetheart deal” insert

“the efforts made to resolve the ongoing dispute with Unite and welcomes the progress and commitment from Unite towards achieving joint recognition.”

Line 22-23: delete comma after “publishing” and replace with full stop; delete “once this.....has been resolved.” Insert new para: “In the event that joint recognition is not achieved at Pearson Oxford, this DM instructs the NEC to refer to the TUC disputes procedure.”

**£ negligible**

**National Executive Council**

# DISCIPLINE

✓ **24** DM notes the heavy workload imposed on union officers and staff engaged in dealing with Rule 24 complaints. Complaints made under Rule 24 are investigated under procedures set out in Appendix C of the Rule Book.

DM acknowledges that the primary duty of the NEC in Rule 24 complaints is to protect the rights of the complainant and respondent. The current procedures can be used to delay hearings and to frustrate the work of the investigation panel.

DM instructs the NEC to carry out a review of Appendix C with a view to bringing forward a motion to the next DM to amend Appendix C, with specific reference to the timeframe and procedures set out in Appendices C 12 and 13.

**£0** **Irish Executive Council**

✓ **25** This DM notes there is an anomaly in Rule 24 procedures, in that procedures followed by the Ethics Council when dealing with a complaint under this Rule are not the same as procedures which branch secretaries must follow when a Rule 24 complaint is submitted to a branch.

DM therefore instructs the NEC to change the rules so that a copy of a complaint under Rule 24 is sent to the respondent at least 14 days before the Ethics Council meets to consider the complaint and to decide whether or not there is a case to answer.

**£0** **Manchester**

*SOC recommends that the following amendment is out of order being void for uncertainty of meaning – which part of appendix C are you seeking to change?*

Delete all after ‘Procedures’ and insert: In that complaints to the Ethics Council are only accusations until the Ethics Council has ensured they fulfil the requirements of the rules. DM therefore instructs the NEC to amend the rules to effect the principle that appendix C should ensure that accusations only become defined as formal complaints once the Ethics Council has confirmed that both parties are members and that the accusation appears to involve a prima facie breach of the rules, including the code of conduct.

**Ethics Council**

# FINANCE

✓ **2/3 26** This DM recognises the exchange rate of Euro to Sterling has changed considerably since contribution rates were fixed and the euro rate is now higher than the sterling rate and therefore, in order to bring them back into line, instructs the NEC to amend Rule 4, Contributions and levies:

Section (a)

To change the figures under Euro rate as follows:

Grade 1 change 206.16 a year to 192.70 a year

Grade 2 change 262.24 a year to 244.05 a year

Grade 3 change 350.80 a year to 334.75 a year

**£42,263 pa** **Continental European Council**  
**Also received from Netherlands**

*SOC recommends that the following motion is void for uncertainty of meaning – “negative screens”?*

✓ **27** This Delegate Meeting instructs the NEC to revise and publish the Union’s investment policy. The revision process should include consideration of how the policy can be drafted so that it may be effectively applied to promote the core values of the Union and international core labour standards, and include consideration of the inclusion of negative screens to control the investment of union funds in, for instance, companies involved in tobacco, alcohol or arms manufacture.

**£ n/a** **Book**

*SOC recommends that the following amendment puts motion 27 in order*

Line 6: after “inclusion of”, delete “negative screens to control” insert “so-called negative screens which prohibit”

**Book**

# GOVERNMENT POLICIES

*Selected motion covering motions 29 and 30.*

**28** This DM notes:

**1) The all out attack launched on working people and the vital services they rely on by**

<sup>4</sup> **the Con-Dem coalition government.**

**2) That the attacks on British workers are part of a global attempt to make workers pay**

<sup>7</sup> **for the economic crisis.**

**3) The wave of mass protests and general strikes across Europe.**

**4) The TUC call for coordinated strike action by all unions fighting together against the cuts.**

**This DM believes:**

<sup>13</sup> **1) This crisis was caused by bankers and politicians, not workers. It's the bankers and the rich who should pay the price.**

<sup>16</sup> **2) There should be no cuts made on working class people's jobs, conditions and services. We should not pay for the bankers' crisis.**

**3) The government should be creating jobs and investing in a sustainable future.**

**4) The response of the trade union movement in countries such as Greece and France should act as a model for resistance here.**

**5) We need to build the fight against the cuts at a local and national level both through political campaigning and mass industrial action.**

<sup>28</sup> **6) It will take strike action on the scale we have seen in Greece and France to stop Cameron.**

**This DM instructs the NEC:**

<sup>31</sup> **1) To work with other trade unions and campaigning organisations to stop the cuts in local areas.**

**2) To call on the TUC to coordinate a 24-hour general strike against the cuts and attacks on wages and pensions.**

**3) To call on our union leaderships at branch, regional and national level to seek to coordinate campaigns and strikes with other unions.**

<sup>37</sup> **4) To reaffirm NUJ support to the Right to Work Campaign at national and local level.**

<sup>38</sup> **£2,000**

**South Yorkshire**

Line 4: delete "Con-Dem".

**Merseyside**

Line 7: after "crisis" insert "and will particularly affect the most vulnerable members of society, as, for example, pointed out by the Fawcett Society and Disabled People's campaign groups"

Line 16: delete "working class" insert "ordinary"

**Equality Council**

After line 11 add new point 5):

"The government's failure to conduct an Equality Impact Assessment in respect of its cuts programme, as it is legally required to do.

After line 28 add new point 7):

7) "That the government's huge and unnecessary cuts in public expenditure will have a disproportionate impact on Black communities."

At end, after line 38, add points 5) and 6):

6) "To support Black Activists Rising Against Cuts (BARAC) in its inclusive campaign, alongside other groups and trade unions, against the government's public spending cuts."

7) "To affiliate to BARAC and donate £500 to the organisation."

**London Magazine**

Line 13:

Delete point 1 and insert "That the crisis was caused by the failure of the market and capitalist system which cannot provide a decent standard of living for workers."

Line 21: Delete point 4 and renumber subsequent points.

Line 27: Delete point 6 and insert "

"6) We need to campaign to change to a system based on need not greed, to provide a decent future for workers in Britain and internationally".

**Book**

Line 31: delete full stop and add: ", by encouraging chapels and branches to send delegates to campaign meetings and involve as many of their members as possible in anti-cuts activity."

Lines 37-38, delete; insert:

"4) To work with other unions, existing anti-cuts campaigns, trades councils and campaigners to co-ordinate local anti-cuts activity into a single nationwide campaign against the cuts."

Add: 5): "Further instructs the NEC to call on the TUC to support and actively build such a national campaign".

**National Executive Council**

Line 37: delete all from "4)" to end, insert:

"4) To work with other unions and campaigns to co-ordinate local anti-cuts activity into a single, nationwide campaign against the cuts."

**London Central**

After line 28: insert:

“This DM salutes the student protests against fees and education cuts which started in November 2010 and agrees to defend all those arrested following the media witch-hunt.”

Add at end:

“5) To seek the broadest possible unity to fight the cuts by reaffirming support for the Right to Work Campaign at local and national level and to support the Coalition of Resistance, National Shop Stewards Network, students, disability groups, and other anti-cuts campaigns and initiatives such as the People’s Convention to build resistance to the cuts, Black Activists Rising Against the Cuts and UK Uncut.”

**South Yorkshire**

Add at end:

“5) to support the Coalition of Resistance

6) to campaign for a radical wealth taxation plan such as that proposed by the Glasgow Media Group as an alternative to cuts in services.”

**Edinburgh & District**

Line 3: insert new bullet point:

“Notes that these local anti-cuts campaigns have the greatest impact when they can work together within a single, unifying, trade union/trades council led, local anti-cuts alliance;”

Line 5: after “send delegates to campaign meetings” delete “and” replace with “, to”

Line 6: after “in anti-cuts activity” add “, and to work towards building a single strong unifying anti-cuts body in their locality with a leading role for the local trades council where this is possible”

**Oxford and District**

Final line, after “support”: insert “and assist”.

**Norfolk**

## 29

This DM

- notes the establishment of anti-cuts campaigns around the country;
- instructs the NEC to encourage chapels and branches to send delegates to campaign meetings and involve as many of their members as possible in anti-cuts activity;
- instructs the NEC to work with other unions and campaigns to co-ordinate local anti-cuts activity into a single, nationwide campaign against the cuts; and
- further instructs the NEC to call on the TUC to support and actively build such a national campaign.

**London Central**

✓ **31** This Delegate Meeting believes that publicly funded libraries and information services play a key role in lifelong learning. It recognizes that the severe cuts in public expenditure announced by the UK Government place these already endangered services in even greater peril.

This Delegate Meeting instructs the NEC to campaign against service reductions, cuts and closures in public libraries; and to urge members to support local campaigns.

**£ up to 1,000**

**Book**

***Selected motion covering motion 33.***

**32** DM commends Irish workers for their campaign against the Irish government’s austerity programme. DM notes the positive role played by NUJ members in the ICTU march in Dublin on November 27 2010 and in the preparation of the People’s Voice newspaper published by Congress as part of the Better, Fairer Way Campaign.

DM instructs the NEC and the IEC to work with the ICTU to develop an on-going campaign of resistance to the austerity programme aimed at forcing the Irish people to meet the cost of a crisis which was not of their making.

**Cost: €2,000**

**Irish Executive Council**

✓ **33** This Delegate Meeting condemns the Four Year Plan for economic recovery published by the Irish Government on November 24th, 2010.

DM declares that this plan represents an ideologically driven and savage attack on working people and the poorest and most vulnerable in Irish society.

DM instructs the NEC and the IEC to support the Irish Congress of Trade Union's "There is a better, fairer way" campaign of opposition to this plan.

**£2,000**

**National Executive Council**

**Selected motion covering motion 35.**

**34** This DM condemns the attempts by the UK Border Agency to forcibly detain and deport exiled journalist, Charles Atangana, to an uncertain future in Cameroon. This DM also notes with alarm, that Alieou Cissay, another exiled journalist from Gambia, lives in similar fear of enforced deportation. This DM expresses solidarity with Charles and Alieou and thanks the many NUJ members, in Glasgow, Scotland and across the UK, Ireland and beyond who campaigned for Charles' freedom from detention and the threat of deportation.

DM congratulates both Charles and Alieou – and many other exiled journalists – for their continued fight to expose truth to power, even though it places their personal safety at risk. This DM is proud that the NUJ was among the first UK trade unions to accept asylum seekers into membership. DM instructs the NEC to campaign for the rights of exiled journalists to be granted right to remain in the UK and other territories, where forced deportation would lead to possible detention, torture or death.

DM also instructs the NEC to work with the TUC, to highlight the plight of asylum seekers and urge the wider labour movement to accept asylum seeking members into their membership.

**£1,000** **Glasgow**

Lines 4 and 5: change spelling to Alieu Ceesay and other misspelling of his name.

Line 9: after "Ireland" insert ",Paris".

Line 21: after "TUC" insert "STUC, Welsh TUC and ICTU"

**Scottish Executive Council**

Line 4: after "Cameroon" insert ", where he was previously imprisoned and tortured"

Line 10: after "deportation." insert "DM instructs the NEC to continue with the campaign on his behalf."

**Magazine and Book Industrial Council**

Line 6: After "enforced deportation", insert "as does James Fallah-Williams from Sierra Leone".

Line 7: Delete "Charles and Alieou" and insert "Charles, Alieou and James".

Line 11: Delete "both Charles and Alieou" and insert "Charles, Alieou and James"

**Manchester**

Line 17: after "campaign for" delete to the end of para and insert:

"exiled journalists to be granted right to remain in the UK where forced deportation would lead to possible detention, torture or death.

the right of asylum seekers to work in the UK.

the right of asylum seekers to be accompanied at meetings with officials of the UK Border Agency."

Add at end:

"DM believes asylum seekers should have the right to work in the UK. Conference instructs the NEC to initiate a campaign along with other unions, the TUC and the NUJ Group of MPs, for asylum seekers to have the right to be accompanied at meetings with officials of the UK Border Agency."

"Conference notes the publication of statistics from the UK Border Agency which show that in July-September 2010, 260 people seeking asylum had been in detention for more than a year. Conference condemns such lengthy detention as a breach of EU Directive 2008/115 which calls for "fair and transparent procedures" in the detention or deportation of asylum seekers.

DM instructs the NEC to write to the Home Secretary condemning this abusive and unjust practice and calls on the NEC actively to support those campaigning for an end to the detention of asylum seekers."

**National Executive Council**

Line 17: After "journalists" insert "who because of the nature of their investigative journalism and their commitment to media freedom are specifically targeted by their governments,"

Line 21: After "TUC" insert "Let Them Work Campaign"

Line 22: Delete "asylum seekers" insert "journalists seeking asylum".

**Black Members Council**

✓ **36** This conference believes that the killing of the Angolan refugee, Jimmy Mubenga, by employees of (Group Four Security) at Heathrow airport on 12 October, 2010, is a matter of shame for everyone in Britain who cares about tolerance and the rule of law. It is yet another example of the violence which is the inevitable consequence of contracting out security duties to commercial companies.

Conference condemns the policy of contracting out to private companies work which has traditionally been done by public employees. Such a policy drives down wages, enables shareholders to profit from the ill-treatment and misery of the poorest and most vulnerable people in our society, and – worst of all – allows politicians of all parties and senior civil servants to disclaim responsibility for the poor conditions and brutal treatment meted out to asylum seekers and those in prison.

Conference instructs the General Secretary and NEC to campaign to ensure that those who killed Jimmy Mubenga are brought to justice and to raise at every opportunity the dangers to our society which are posed by the use of private contractors to perform work which rightly should be carried out by the state.

However, conference also notes that a range of campaigns throughout the world exist to protest against the forced removal to their homelands of refugees/asylum seekers from a range of countries, including Somalia, Afghanistan, Iraq and Zimbabwe. It notes the report of the Refugee Council of January 2010 ‘Chance or Choice’ that ‘the primary objective for all (refugees/asylum seekers) was reaching a place of safety’ and that the least United Kingdom can do for people who feel their lives are in such danger that they must flee their homes is to provide this.

It therefore condemns the enforced repatriation of refugees/asylum seekers (even by officials employed by the state) and instructs the NEC to campaign to persuade the government of the UK to put an end to this practice.

**£ negligible**

**London Freelance**

## ETHICS

✓ **37** In the light of coverage of the recent European fiscal crisis, Conference notes

- that the speed and complexity of financial transactions
- and the enormously expensive and deeply dishonest news management strategies adopted by wealthy corporations
- and cuts in the editorial budgets of media companies, all serve to make accurate, fair news judgements extremely difficult for journalists covering economic affairs.

Conference reaffirms that accuracy and fairness in the coverage of economic affairs demand that no actor in the economic process be given a privileged role in commentary: that unions need to be heard as well as employers, workers as well as owners and that the voices of those outside the wealth-creation process also need to be heard.

Conference therefore

- instructs the NEC and IEC to work with the TUC and ICTU respectively, to seek to persuade media companies in Britain and Ireland to undertake a critical review of economic coverage in conjunction with the NUJ and, failing that,
- Instructs the NEC & IEC to proceed with such a review themselves, seeking the widest possible endorsement for such an initiative.

**£2,000**

**Irish Executive Council**

Line 3: insert “G4S” before “(Group Four Security)”.

Line 5: delete sentence “It is yet another example ... to commercial companies.”

Lines 17-18: delete “to ensure that those ... brought to justice”. Insert “for those who killed Jimmy Mubenga to be brought to justice”.

**National Executive Council**

*SOC recommends that the following amendment is out of order being widely new matter.*

In lines 23, 30 and 31 change “refugees/asylum seekers” to “illegal immigrants/failed asylum seekers”.

**Ethics Council**

✓ **38** This DM deplores the disrespect shown to journalists by the implementation of the so-called “Trinity Mirror Customer Promise”. Dressed up as an initiative aimed at improving the group’s responsiveness to consumers, it in fact introduces the inappropriate culture of the call centre into newsrooms.

DM instructs the NEC to ask Trinity Mirror chief executive Sly Bailey to implement an alternative and more meaningful reader promise founded on a commitment to invest in quality journalism and well-staffed editorial teams.

It should include promises to represent the weak, scrutinize the powerful and abide by the Society of Editors, NUJ and PCC codes of conduct.

**£0** **Trinity Mirror Group Chapel**

✓ **39** This DM notes the rapid development of the blogosphere, with an increasing range and depth of work which is gaining acceptance as a vibrant and authoritative part of the new media landscape.

This DM believes that there would be benefit in the creation of an aggregated blogging network, a system that creates a central hub that pulls together all of the headlines (and possibly more text or images, depending on the design and on observance of copyright) of the blogs that are part of this network, with links back to the original blogs. Each member blog would also carry some form of networked blog system linkage and an identifying logo on their site; for instance there could be a network of bloggers who are NUJ members, with an NUJ blogging logo.

15 The intention is to create a network of blogs that all agree to adhere to the NUJ’s Code of Conduct, are accountable to this standard, and identify themselves as such.

18 This DM instructs the NEC to investigate via a working group the possibilities and benefits of such a network, to establish such a network if that is within the existing NUJ rules and to report back to the next DM.

**£500** **Bristol**

Line 3: After “Customer” insert “Service”.

**Trinity Mirror Group Chapel**

Lines 6-15: delete “an aggregated blogging network.....The intention is to create”.

Lines 18-20: delete “via a working group” ; delete “, to establish such a network if that is within NUJ rules”.

**National Executive Council**

✓ **40** Conference notes the reversal in the fortunes of the far-Right BNP at the last general elections, but believes that this welcome electoral setback may have been bought at the expense of some of its politics on immigration and asylum being adopted by the Conservative and Labour parties.

Conference also notes that the election was a depressing one for asylum and migration rights campaigners with ‘common sense’ racism emerging as a central feature strengthened by some media and most politicians claiming that Britain is ‘full up’; immigration ‘has to be reduced’; asylum seekers should be criminalised if they dare to work; ‘illegals’ have to be deported; robust methods have to be taken against ‘illegals’; detention is necessary to deter others.

Conference notes the language of some media and politicians using the term ‘illegals’ to replace ‘bogus asylum seeker’ and conflating immigration with crime and counter-terrorism measures. Many headlines and programmes twisted statistics to demonise migrants and enlarge and, at times, cook up the ‘threat’ that migration poses to the lawful British way of life.

Conference commends the minority of journalists who contested these myths and instructs the NEC to remind members during elections:

- that one of the first principles of good journalism is not to do any direct intentional damage to others and to minimise harm; and
- to adhere to the union’s code and guidelines on race reporting.

**£0**

**Black Members Council**

✓ **41** This DM congratulates Expose the BNP for the work it has done since its launch in 2009.

This DM believes that this campaign, along with the NUJ’s Reporting the BNP website, has played an important role in exposing the lies of the BNP and other fascist organisations in the media.

This DM therefore instructs the NEC to:

1. Continue to campaign to stop the Nazi BNP and other fascist groups from being allowed to use the media as a platform for their propaganda.
2. Reiterate support for Expose the BNP and to encourage all branches and members to support it.
3. Donate £500 to Expose the BNP.

**£ up to 1,000**

**South Yorkshire**

✓ **42** This DM notes and condemns the activities of the English Defence League. It states that this so-called league is defending no England the NUJ recognises, and calls on all union members to continue to expose the lies and myths spouted by hate groups, especially during tough economic times.

DM also instructs the NEC to remind all union members of the content of the NUJ’s code of conduct and race reporting guidelines, and to offer support to any member disciplined for sticking to the code of conduct.

**£1,000**

**Leeds**

Line 3: After “believes that” insert “,in part,”

Line 3: Delete “may have been” and insert “was”

Line 4: Delete “its” (politics) and insert “the” (politics)

Line 5: Delete “being”

Line 16: After “crime” insert “,including child abuse,”

Line 23: Delete “during elections” and insert “at all times”

**Manchester**

Lines 7-8, delete “common sense”

Lines 25-26 insert “unjustifiable” after “any”, insert “unjustifiable” before “harm”.

**National Executive Council**

Line 24: after ‘is’ delete “not” and insert ‘while pursuing the truth not to seek’.

Line 26: after ‘harm’ insert ‘where possible’.

**Ethics Council**

Line 8: after ‘campaign’ delete ‘to stop the Nazi’ and insert ‘against’.

Line 9: after ‘groups’ delete the rest of sentence.

**Ethics Council**

Line 13 – Delete point 3.

**National Executive Council**

Line 2, after “English” insert “and Welsh”; delete “League” insert “Leagues”

**National Executive Council**

Line 6: insert:

“This DM further condemns the Islamophobia of the EDL, as demonstrated by its attempts to march and congregate in towns containing diverse communities, such as recently witnessed in Bradford, Luton and Oldham, despite calls from each community that the EDL be not allowed to do so.”

**Black Members Council**

***Selected motion covering motion 44.***

✓ **43** DM notes that the Press Complaints Commission (PCC) has conducted an internal review of its processes in the wake of a damning report from the Parliamentary media committee.

It recalls that criticisms in the report centred on the PCC's failure to investigate the allegations of disreputable editorial practices at the News of the World. DM notes that following the publication during 2010 of further allegations, the PCC again took no action.

15 DM believes that the practice of phone-hacking and the entrapment frequently employed by the News of the World without public interest justification are a disgrace to journalism. The disgrace is compounded when the industry's supposed self-regulatory body attempts to brush aside or cover up allegations that are widely believed to be true.

It further notes that the PCC's review failed to recommend any of the proposals put forward by the NUJ, the Campaign for Press and Broadcasting Freedom (CPBF) and other organisations for such reforms as stricter penalties, a wider membership for the commission, including NUJ representatives, and a "conscience clause" for journalists.

27 DM believes that the PCC is incapable of performing responsibly its function of regulating newspapers and magazines. It notes that the CPBF has called for the PCC to be abolished and declares that the NUJ should cease attempting to put forward proposals for its improvement and instead support calls for its abolition.

DM therefore instructs the NEC to start a debate within the union about the future of press regulation and to that end open up discussions with the CPBF and other media reform organisations and interested parties that support calls for the abolition of the PCC and its replacement with a more independent, effective regulatory body.

***£ negligible***

National Executive Council

Line 15: after "allegations" delete the rest of the sentence.

Line 27: after 'abolished' delete the rest of the sentence.

**Ethics Council**

✓ **44** DM notes that the Press Complaints Commission has conducted an internal review of its processes in the wake of a damning report from the Parliamentary media committee.

DM recalls that criticisms in the report centred on the PCC's failure to investigate the allegations of disreputable editorial practices at the News of the World. DM notes that following the publication during 2010 of further allegations, the PCC again took no action.

DM believes that the practice of phone-hacking and the entrapment frequently employed by the News of the World without public interest justification are a disgrace to journalism. The disgrace is compounded when the industry's supposed self-regulatory body attempts to brush aside or cover up allegations that are widely believed to be true.

DM further notes that the PCC's review failed to recommend any of the proposals put forward by the NUJ, the CPBF and other organisations for such reforms as stricter penalties, a wider membership for the commission, including NUJ representatives, and a "conscience clause" for journalists.

DM believes that the PCC exists in order to deflect any effective alternative system of regulating newspapers and magazines. DM notes that the CPBF has called for the PCC to be abolished and declares that the NUJ should cease attempting to put forward proposals for its improvement and instead support calls for its replacement by regulation independent of both press and government.

DM does not ask for an NUJ campaign to this end but instructs the NEC to give the union's support to others that do.

**£ negligible**

**London Freelance**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no decision of conference required – no instruction and is also out of order being contrary to the facts – "democratic position"? Not elected post.*

*SOC recommends that the following amendment puts motion 45 in order.*

Line 1: delete all after "This DM" insert "deplores the apparently widespread use of phone hacking at the News of the World and congratulates The Guardian and Nick Davies for doggedly exposing this scandal. This DM notes that phone hacking by any journalist is illegal as well as contrary to the union's Code of Conduct, and instructs the NEC to campaign against this behaviour wherever it occurs."

**Bristol**

✓ **45** This DM is appalled by the fact that an editor who allegedly sanctioned criminal activity should be No 10's director of communications.

This DM notes the September statement, and the growing weight of evidence of widespread phone hacking under Andy Coulson's then editorship of the News of the World.

This DM calls for the General Secretary and the NEC to demand the removal of Andy Coulson from this important democratic position.

**£ negligible**

**Bristol**

✓ **46** This DM deplores the government's savage attack on public spending and the significant negative impact this will have on disabled workers. DM also deplores the way some sections of the media have softened up the public to accept these cuts by portraying disabled people as scroungers and fraudulent recipients of incapacity benefit.

This DM therefore urges all members to stand up against this type of reporting and congratulates those members of the NUJ who have sought to balance the "scrounger" headlines with articles that demonstrate the true difficulties faced by disabled people and the enormous barriers they face in securing rights to equal access and equal treatment, particularly in the employment field.

**£0**

**Disabled Members Council**

✓ **47** This Delegate Meeting instructs the NEC to amend the rules and in particular the code of conduct to include the principle that a Journalist should normally seek the consent of an appropriate adult when interviewing or photographing a child for a story about his/her welfare.

£0

**Ethics Council**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii), no decision of conference required, ie This DM notes ... And instructs the NEC etc ...*

✓ **48** Visual journalists and all those who make use of visual materials in news production and documentary are responsible for upholding ethical standards in their work, in particular :

(a) while photographing or filming, a journalist should always be aware of the effect of their presence and make reasonable efforts to avoid contributing to, influencing or otherwise altering events.

(b) Editing should maintain the integrity of the original photographic image's content and context, and should not involve manipulation of images or sound in any way that can mislead viewers or misrepresent subjects.

**London Photographers**

**49** DM welcomes the protests by school and college students in defence of higher education.

3 DM condemns media outlets that depict the protests as  
4 violent.

DM instructs the NEC to actively support campaigns against education cuts.

DM instructs the NEC to compile guidelines for journalists on reporting demonstrations, protests and disorder.

£1,000

**Pearson Group Chapel**

*SOC recommends that the following amendment does not put motion 48 in order and is itself out of order – no principle for rule change and rules cannot be changed by amendment.*

Line 1: before “visual journalists” insert “This DM notes that”

Add at end

“This DM calls for an addition to rule book, and instructs the NEC amend the rules accordingly.”

**London Photographers**

*SOC recommends that the following amendment does not put motion 48 in order.*

Line 8: after “events” insert “in any way that can mislead viewers or misrepresent events”.

**Bristol**

*SOC recommends that the following amendment does not put motion 48 in order.*

Line 8: delete full stop after “events” and insert “in any way that can mislead views or misrepresent events.”

**Freelance Industrial Council**

Lines 3 and 4: delete all after ‘DM’ and insert ‘is concerned that some media outlets over-emphasise the violence of a minority of demonstrators at the protests’.

**Ethics Council**

Line 3-4: delete “depict the protests as violent”; insert: “depict the protests as uniformly violent, while playing down violence by police against protesters, and in particular ignoring the abusive and dangerous practice of kettling demonstrators.

This DM, in particular, condemns the media’s failure, on the evening of the 9 December demonstration, to report on the life-threatening injuries to protester Alfie Meadows. Instead, most of the mainstream media focussed extensively on the attack on Prince Charles’ car.

“DM also deplores the unnecessarily aggressive interview with activist Jody McIntire – who was pulled from his wheelchair at the same demonstration – in which he was questioned about how he might have provoked the police action. DM also notes the continuing tendency in the mainstream media, for example the Sunday Telegraph on 14 November and The Sun on 31 January, to rely on the myth of anarchist or hard left infiltrators coming to demonstrations to cause trouble, which has been consistently rejected by witnesses on the ground, rather than properly engage in reporting the anger amongst many demonstrators of all kinds.”

**National Executive Council**

Line 4: After “violent” insert “and also condemns media outlets which, in the immediate aftermath of the protests, published police versions of events which were later proved to be inaccurate”

**Manchester**

# RELATIONS WITH OTHER ORGANISATIONS

✓ **50** This DM commends our sister union SIPTU on the introduction of a Fair Hotels initiative, which promotes the use by trade unions in Ireland of trade unionised hotels. The initiative has the full support of the ICTU.

DM notes that this initiative has been endorsed by the Irish Executive Council and by the General Secretary. The Irish Executive Council now only uses unionised hotels save in exceptional circumstances.

DM instructs the NEC to work with the Scottish Executive Council and the Welsh Executive Council to promote a similar initiative in Great Britain.

**£ negligible**

**Dublin**

*SOC recommends that the following motion is out of order – not in accordance with the facts – branches can affiliate to local TUCs as NUJ affiliated nationally to TUC.*

✓ **51** This DM notes that:

Under NUJ rule 7 (q) on Branch organization that:

“A branch may affiliate to appropriate groups of unions in the media and communications industries as local conditions may require, subject to the approval of the relevant industrial council or geographical council and to a simple majority of a ballot of the branch.”

This would seem to preclude Branches affiliating to their local Trades Union Councils as such Councils contain unions outside of the media and communications industries. It also precludes Branches from affiliating to other groups including trades unions such as Anti-Cuts campaigns.

This DM also notes that the current rule requires a ballot of the branch, which is both expensive and time consuming.

DM therefore instructs the NEC to change the Union’s rules to give effect to the principles that:

<sup>17</sup> A branch may affiliate to groups of trades unions as local conditions may require, subject to the approval of the relevant industrial council or geographical council, and to a simple majority vote at a branch meeting.

**£ n/a**

**Bristol**

*Motion **52** has been moved to after motion **141***

*SOC recommends that the following amendment does not put motion 51 in order and is itself out of order being void for uncertainty of meaning – what are “trade union affiliated organisations”?*

51: line 17, after “unions” insert “and trade union affiliated organisations”.

**Bristol**

✓ **53** This DM recognises the valuable work of youth empowerment movement the Woodcraft Folk in promoting trade union values of co-operation, equality, peace and friendship among children and young people.

DM notes that the Woodcraft Folk has always relied on grass-roots trade union support since its birth in 1925, that many of its adult volunteers are trade unionists and that it is active in today's trade union movement, for example by running the creche at the Tolpuddle Martyrs festival.

DM further notes that the Woodcraft Folk promotes free and fair journalism among its members, especially children and young people who are encouraged to create and share their own news on a regular basis across a variety of media; further notes that the UK trade union movement has never had an organised youth wing and that the Woodcraft Folk has never been affiliated to any political party, unlike sister organisations in Europe.

DM instructs the NEC to promote involvement in the Woodcraft Folk to members, especially those with children, and to back campaigns within the trade union movement aimed at boosting support for the Woodcraft Folk; looks forward to this summer's International Camp of Co-operation – or CoCamp – at which thousands of children and young people from across the world will gather under the banner of friendship; and urges members to offer professional support to children and young people in CoCamp's media team who represent the future of independent, campaigning journalism.

**£ negligible**

**London Central**

## ORGANISATION

### Staff

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii), no decision of conference required (no instruction).*

✓ **54** This Delegate Meeting applauds the work of all those NUJ officials – full-time and lay – who have been steadfastly fighting the avalanche of attacks heaped upon journalists by media bosses.

DM recognises that this has put an enormous strain on the union's full-time workers and resources and appreciates all the hard work put in to assist and represent members across the UK and Ireland.

DM recognises that there has been a difficult situation faced by NUJ members, journalists and media workers in Wales, made more acute by the actions of the ConDem government in its decisions over S4C and BBC cuts.

DM feels that, notwithstanding the excellent service given by full-time officials to the NUJ Wales Executive and members in Wales, there is a need to re-examine providing the means to appoint a full-time organiser for Wales, based in Wales, with adequate resources and office facilities.

**£ negligible**

**Swansea and District**

Line 7: delete "and that" to "festival" (line 9) and insert ", that it is active in today's trade union movement, for example by running the creche at the Tolpuddle Martyrs festival, and that it is currently supporting the campaign against the rise in student fees by organising contingents of young people and securing 'safe spaces' for them on national and local protests"

**London Central**

*SOC recommends that the following amendment does not put motion 54 in order.*

Line11: delete "ConDem".

**Merseyside**

*SOC recommends that the following amendment puts motion 54 in order.*

Delete last paragraph and insert:

"DM instructs the NEC, notwithstanding the excellent service given by full-time officials to the NUJ Wales Executive and members in Wales, to examine the prospect of appointing a full-time organiser for Wales, based in Wales, and with adequate resources and facilities."

**Swansea and District**

## Councils

✓ **55** This conference notes the major structural changes to both the industry NUJ members work in and the methods of working and employment of those members.

There are large numbers of NUJ members now working in different sectors at the same time such as members who are freelance writers and/or photographers who may also be working in press and public relations roles, working in new media, engaged for broadcast work and even crossing into other sectors altogether such as marketing and education.

<sup>10</sup> Conference notes the current representative structures of the NUJ, such as the sector industrial councils and NEC seats, do not reflect these changes, particularly the growth in multiplatform working and also members working across sectors not all traditionally organised by the NUJ. In contrast, it is understood that this has been recognised in a limited way by the NUJ's staff members who have reorganised some of their working functions to reflect such changes, such as the establishment of the publishing department at Headland House.

<sup>19</sup> Conference instructs the NEC to work with appropriate industrial councils to create a report on the extent of multiplatform working compared with single sector working and bring forward recommendations to the next rule change DM to change the structure of representative bodies to reflect this true picture of journalistic working.

It also instructs the NEC to work closely with other affiliated unions to identify cross- sector working and promote joint union membership where such arrangements already exist and to establish them where they do not.

**£2,000**

**Cardiff and South East Wales**

Line 1: delete "conference" insert "delegate meeting"

Line 10: delete "Conference" insert "DM"

Line 19: delete "Conference" insert "DM"

**Cardiff and South East Wales**

*SOC recommends that the following motion is void for uncertainty of meaning – “member-led” but “NEC” undertaken – spell out method.*

✓ **56** This Delegate Meeting recognises that the current sectoral structure of the NUJ is not fit for purpose.

In particular, the relationship between sectors, industrial councils and organisational departments is confused and confusing, and the basis on which sectors, industrial councils and departments are constituted and organised is inconsistent.

In one case, two sectors – the Magazine sector and the Book sector – share a single industrial council, while the New Media Industrial Council includes members who might equally sit on the Freelance Industrial Council. Broadcasting and Freelance have their own departments and organisers, while all other sectors have a single department with a single Head of Publishing and a number of assistant organisers.

Councils and sectors may be organised around a medium (Newspapers and Agencies, Book), a form of employment (Freelance) or a type of activity (PR and Information).

Time is wasted in navigating the structure and it is often unclear who is responsible for what. The development of new media has further undermined the sectoral structure and will increasingly raise issues affecting strategy, recruitment, campaigns, and bargaining, particularly as media drift online and new enterprises develop with non-traditional forms of organisation, employment and remuneration.

25 This Delegate Meeting believes that the union’s sectoral structure should be reviewed and, if necessary, desirable and practical, revised, adapted or replaced. The process of review should involve consultation with the union’s existing lay councils, chapels and branches, and a survey of members.

29 This member-led review should proceed from the basis of industry changes and should produce recommendations to better align the union’s lay structure with the needs of members and the union’s need for informed strategic development.

The Delegate Meeting instructs the NEC to undertake this review and bring proposals for next DM.

**£2,000**

**New Media Industrial Council**

*SOC recommends that the following amendment puts motion 56 in order.*

Line 25: delete “and, if necessary, desirable and practical, revised, adapted or replaced.”

Line 29: delete “member-led”

**New Media Industrial Council**

**Selected motion covering motions 58 and 59.**

**57** This DM notes that:

- 1) Notwithstanding the excellent work done by the Freelance Office, and the successful establishment of the London Photographers Branch, many photographers consider themselves to be an under-represented and easily overlooked minority group within the NUJ.**
- 2) Within existing NUJ rules and structures it is possible for important decisions on NUJ policy and future strategies, affecting photographers, to be taken with no formal input from photographer members.**
- 3) The conclusions of the EFJ Photojournalism conference in Paris in 2008 recommended that all EFJ member unions improve their internal representation for photographers.**

DM believes that this lack of photographer representation cannot be justified within a democratic trade union, and notes the commitment given by the NEC at ADM 2009 to work with photographers in the union to devise a system of better representation.

DM wishes to record its thanks to the NEC, and in particular to Tim Dawson, for the work done since ADM 2009 to explore options for ensuring better representation for photographer members.

DM therefore instructs the NEC to change the Union's<sup>24</sup> rules to give effect to the principles that:

- 1) There shall be a Photographers' Council (PC), directly elected by all members who identify themselves as photographers, photojournalists or video journalists.**
- 2) Seats on a PC should be allocated geographically as follows: 1 X member each from: South East England, Midlands/East Anglia, Northern England, South West England, Scotland, Ireland, Wales, International (including Europe), 2 X delegates from London. Additional seats should be reserved for one delegate from each of: Black Members Council, Disabled Members Council, Equality Council.**
- 3) A Photographers' seat should be created on the NEC, to be elected by a postal ballot with all members who identify themselves as photographers, photojournalists, or video journalists, eligible to stand and/or vote.**
- 4) There shall be a minimum of 4 PC meetings per annum, with up to 2 being via teleconferencing if the PC itself wishes.**

This DM further instructs the NEC to establish a register of members who identify themselves as photographers, photojournalists or video journalists before 01 November 2011, and to conduct an election for membership of the PC and for the NEC seat within 4 months thereafter."

**£15,000**

**London Photographers**

Line 24: delete numbered points 1-4 and insert "A Photographers' seat should be created on the NEC, to be elected by a postal ballot with all members who identify themselves as photographers, photojournalists, or video journalists, eligible to stand and/or vote.

**New Media Industrial Council**

Add at end:

"In addition, DM instructs the NEC to ensure that sufficient financial and staffing resources are allocated to support the PC, as it strives to develop into a focal point and valued resource for photographer, photo-journalist and video journalist members".

**East Yorkshire**

Add at end "This DM instructs the NEC to allow sufficient funding to allow the Council to operate."

**Bristol**

✓ **60** This DM notes that the BMC's campaign to increase the number of Black and minority ethnic (BME) journalists working in the media stands to gain by the formal involvement of BME journalist students on the BMC.

This DM recognises the importance of younger members of the union becoming active within union structures and since the BMC has, for many years, encouraged BME students to attend its seminars and conferences, the logical step would be to formalise their involvement.

This DM therefore instructs the NEC to amend the rules to give effect to the principle that the number of seats for the Black Members Council (BMC), elected every year at the NUJ Black Members' Conference, be increased to 10 (currently 8). These two seats shall be reserved for BME student members of the NUJ. The students will be able to attend BMC meetings, speak and involve themselves in BMC activities, but not vote, in accordance with other existing rules relating to student activity within the union.

**£ up to 1,500**

**Black Members Council**

✓ **61** This Delegate Meeting instructs the NEC to amend the rules to give effect to the principle that the Ethics Council shall be constituted as follows:

One member registered as working in each of the industrial sectors, Scotland, Wales and the Republic of Ireland;

One member each from the Equality Council and the Black Members' council. Both the Equality council and the Black Members' council may nominate one deputy member.

The three National Officers of the union, who may speak but not vote.

**£ n/a**

**National Executive Council**

Line 5: Delete "Wales and the Republic of Ireland,"

Insert "Wales, the Republic of Ireland and Continental Europe."

**Netherlands**

## Branches

### *Selected motion covering motion 63.*

**62** This DM expresses concern that the union's current branch structures may not meet members' needs and notes that the recent mergers of London Central, Canary Wharf and Greater London branches has meant that the geographical area now covered by London Central (and other London branches) makes attendance at meetings in Central London impractical for many members.

**DM instructs the NEC to support a process of consultation between all of the London branches to identify whether the overall London branch structure should be overhauled to better serve our members.**

**DM further instructs the NEC to survey all of the union's branches to identify the average attendance at meetings, whether the locations of their meetings are convenient for members in the area and whether changes could be made to their structures and procedures to achieve greater participation by members; and further instructs the NEC to evaluate the information received and share that evaluation with all the branches.**

**£ negligible**

**London Central**

**63** This conference notes the generally poor attendance at branch meetings despite their role in nominating candidates for election to many of the union's representative bodies including delegates to the Delegate Meeting.

It further notes that in many cases there is significant lack of representation of young people, women, people from ethnic groups and LGBT members at branch meetings. This contributes to the under representation of these groups within the union's leading structures and the Delegate Meeting.

Many members have indicated that they find the timings of meetings inconvenient, the frequent use of town centre pubs unappealing and even threatening, the structure of the meetings bureaucratic and boring and the content of meetings often irrelevant or at least unappealing.

Conference instructs the NEC to work with other NUJ councils including the Equality Council, Disabled Members Council and Black Members Council, geographic councils and branches and chapels to identify factors which negatively affect branch attendance and to seek suggestions as to how attendance could be improved.

Conference further instructs the NEC to use this information to create a resource pack for branches to help encourage them to implement its findings and recommendations.

**£1,000**

**Equality Council**

***Selected motion covering motions 65, 66 and 67.***

**64 DM applauds every NUJ member and official who has worked to bring new members into the union since ADM 2009. This conference recognises that campaigning to recruit new members and retain existing members requires not only that the union provides collective support for journalists in the workplace, but also that every branch and chapel should develop detailed strategies for recruiting new members as a central part of its work.**

**DM instructs the NEC to amend the rules to give effect to the principle that every branch shall elect a membership and recruitment officer and that each branch should devise and seek to implement an annual recruitment programme. DM recommends that these officers should be encouraged to attend organising and recruitment training courses.**

**£2,000**

**National Executive Council**

✓ **65** DM notes the success of the special strategic planning day held by the Irish Executive Council in October 2010.

The main focus of the event was the development of new ways of recruiting members. A number of practical suggestions for recruitment were made by participants.

DM instructs the NEC to amend the rules to give effect to the principle that all chapels and branches shall elect recruitment officers, such officers to be ex officio members of their respective chapel and branch committees.

**£ see 64**

**Dublin**

Line 6: delete "ethnic groups and LGBT members", insert "minority ethnic groups, LGBT and disabled members".

**Equality Council**

**also received from Black Members Council and Disabled Members Council**

Add at end: "and investigate ways in which better communication could be established with branch members through the use of email, websites and networking groups."

**Merseyside**

Add at end: "These courses will incorporate equality and diversity strategies on the recruitment of journalists from minority groups which are currently under-represented in the union's membership and women journalists who, despite being nearly half of the union's membership, are currently under-represented in the union's organisational structures.

**Equality Council**

**also received from Black Members Council**

*SOC recommends that the following motion is out of order being contrary to Rule 26(c) – must contain principle not textual rule change.*

✓ **66** This DM recognises that the recruitment of new and former freelance and staff members into the NUJ and the retention of present members is a crucial part of Branch and Chapel activity.

This DM therefore instructs the NEC to amend the rules to  
6 require every branch to elect a recruitment and retention officer  
to develop strategies that encourage, guide and advise branch  
8 members in this activity.

Amend Rule 7(c) in the 2010 Rule Book

After 7(c) (i) (G), add

(H) A recruitment and retention officer

Continue with ii)

**£ see 64**

**Paris**

*SOC recommends that the following motion is out of order being contrary to Rule 26(c) – must contain principle not textual rule change.*

✓ **67** This Delegate Meeting recognises that the recruitment of new and former freelance and staff members and  
3 the retention of present members into the NUJ is a crucial part of  
Branch and Chapel activity that should not be taken for granted.

5 It therefore instructs the NEC to amend the rules to require every  
branch to elect a recruitment and retention officer to develop  
strategies that encourage, guide and advise branch members in  
8 this activity.

Amend Rule 7(c) in the 2010 Rule Book

After 7(c) (G), add

(H) A recruitment and retention officer

Continue with (ii).

**£ see 64**

**Continental European Council**

✓ **68** Following the centenary of the NUJ nationally, many  
branches are now celebrating 100 years of fighting for  
the rights of journalists and this conference instructs the National  
Executive Council to give all reasonably practicable assistance to  
those branches wanting to research their history in preparation  
for individual, local centenary celebrations.

Conference also notes the Newcastle Branch decision to  
commission a banner to be paraded in the Durham Miners'  
Gala in recognition of the Branch's centenary year in 2011/12  
and commends the efforts of branch member Ken Smith in the  
banner design and successful completion of the project.

**£ negligible**

**Newcastle**

*SOC recommends that the following amendment puts motion 66 in order.*

Line 6: delete "require every branch to" insert, "give effect to the principle that every branch shall"

Line 8: delete everything after "activity".

**Paris**

**also received from Continental European Council**

*SOC recommends that the following amendment puts motion 67 in order*

Line 3: delete "into the NUJ"

Line 5: delete "require every branch to" and insert, "give effect to the principle that every branch shall"

Line 8: delete everything after "activity".

**Paris**

**also received from Continental European Council**

60+

**Selected motion covering motions 70, 71 and 72.**

**69** This delegate meeting (DM) notes that the first annual meeting of the newly formed 60+ group clearly expressed the view that older members have a lot to offer the union, in terms of helping to recruit and campaign for the rights of young journalists as well as campaigning on issues directly affecting older members, such as pensions.

<sup>10</sup> This DM instructs the NEC to change the rules with specific reference to Rule 22 to give effect to the principle that the NUJ 60+ meet up to three times a year at a time and place to be determined by the DM elected Pensioners Committee.

It also instructs the NEC to amend the rules to reflect that the organisation is called NUJ 60+ rather than the NUJ Pensioners Organisation and is open to all members of the NUJ over 60, whether working or not.

<sup>17</sup> DM notes that the 60+ group will not pay travel expenses and that attendance will be at the cost to the member or through support from branch funds. DM requests that the NEC allocates a modest budget to cover the cost of rooms for meetings when those are meetings are held away from Headland House.

The DM invites the 60+ to draw up a programme of work highlighting issues where it believes the group can best help the union.

**£1,000**

**Oxford and District**

✓ **73** This Delegate Meeting instructs the NEC to contact all Branches to encourage them to affiliate to and to get involved with their local Region of the National Pensioners Convention.

**£ negligible**

**Book**

✓ **75** This DM instructs the NEC to change the rules to give effect to the principle that any member producing web or print-based literature in support of his/her candidacy for paid NUJ office, should clearly certify which supporters, named or quoted in such literature are not members of the NUJ.

Such certification shall be by means of a current membership number, in brackets, after a cited supporter's name, with the letters 'NM' added in brackets after the name of a non-member supporter.

**£0**

**East Yorkshire**

*Motion 76 has been moved to before motion 123*

Line 10: after "three times a year" insert "subject to budget".

**National Executive Council**

Line 17: delete 'DM notes that the 60+ group will not pay travel expenses and that attendance will be at the cost to the member or through support from branch funds.' insert 'DM urges that 60+ should be financed to pay travel expenses.'

**Norfolk**

*SOC recommends that the following amendment is out of order – not in accordance with the facts – no such NEC policy.*

Delete first sentence of fourth paragraph and insert: "DM notes the current NEC policy of not paying travelling and subsistence expenses to members attending meetings of 60+, putting the cost on the member concerned or his or her branch. DM declares that this discriminates against older members and against branches geographically distant from the meeting venue and instructs the NEC to meet the expenses of members attending NUJ 60+. DM notes that while this results in extra expenditure for the NEC, retired members aged 60 and over are less able than other members – notwithstanding reduced travel concessions by bus and rail – to meet the cost of attending meetings."

**Portsmouth**

Add at end:

"DM further instructs the NEC to ensure that this rule change takes effect before any further election for paid NUJ office is held".

**East Yorkshire**

✓ **77** DM reminds the NEC that the 2006 and 2009 ADMs instructed it to post the minutes of national bodies on the union website.

DM is outraged that these clear instructions have been disregarded, and that links to the minutes that had been uploaded before the 2009 ADM have been removed, with the result that no minutes were accessible in November 2010; no minutes have been uploaded since the last ADM.

DM instructs the NEC to ensure that minutes of the NEC and other national bodies are uploaded to the password-protected members' area of the website within six months, and that the site is kept up to date with the minutes thereafter.

**£ negligible**

**London Freelance**

*SOC recommends that the following motion is out of order being contrary to Rule 8(w)(i)(ii), 2nd and 3rd paras, as NEC has sole authority on legal costs.*

*SOC recommends that the following amendment does not put motion 78 in order (paragraph 2 still instructs NEC).*

Last line: delete "are led by the SEC" insert "include the SEC".

**Scottish Executive Council**

✓ **78** This DM notes with concern that relations between Thompsons Scotland and the SEC have broken down. DM is alarmed that increasing numbers of Scottish members and chapels are employing their own legal representatives, having no confidence in Thompsons Scotland.

This DM affirms the right for members to be able to have professional and timely legal representation where it is deemed that they have a valid case under rule. This DM instructs the NEC to provide and fund provision for alternative legal representation, where Thompsons Scotland will not adequately support members, under the terms of the current contract.

This DM instructs the NEC to ensure that negotiations on future legal contracts, with regard to representation for Scottish members, are led by the SEC.

**£ n/a**

**Scottish Executive Council  
Also received from Glasgow**

*SOC recommends that the following motion is out of order being contrary to Rule 8(w) (i)(ii) – legal costs.*

*SOC recommends that the following amendment puts motion 79 in order.*

✓ **79** Delegate meeting warmly congratulates the London Freelance Branch for organising the conference "New Ways to Make Journalism Pay" on January 16, 2010, and the NUJ executive for its campaign for quality journalism. Spurred on by the experience of one of the best meetings organised in the NUJ, ever, members of Swansea NUJ pursued the idea of a media co-operative in the South West Wales area.

Local News Port Talbot was the result but months of hard work have been frustrated by the search to get the right advice and assistance to develop the project to its fuller potential.

The complexities of funding applications and the lack of tailored advice can often lead those trying to establish such ventures to end up in a dead end because of bad advice or so-called 'experts' not understanding what the project is about.

DM instructs the NEC to set up a body which can pool the experience of members nationally and supply an in-house service to tackle the issues of grant applications and private and public financial resources.

DM also instructs the NEC to use the resources of the union's solicitors to extend free legal advice to groups of journalists who are trying to establish not-for-profit organisations aimed at maintaining journalism and a news service in communities.

**£1,000**

**Swansea and District**

Delete last paragraph.

**Swansea and District**

# INTERNATIONAL

✓ **80** This DM condemns the rise of acts of violence by Israeli soldiers against local photojournalists, in particular when they cover demonstrations in the West Bank. DM believes that this is a dangerous departure from established practice under international humanitarian law which commits authorities to protect journalists in conflict areas.

These attacks have been rigorously monitored by human rights organisations and the journalists' union, the PJS, gathered evidence last autumn of 60 such incidents in less than a month.

The Israeli authorities rarely recognise the status of Palestinian journalists, in particular photographers and don't even accept the IFJ International Press Card. Palestinian photographers are the only ones singled out and barred.

DM further supports Palestinian journalists and their union in their efforts to make the IFJ fight seriously for their freedom of movement of journalists and the recognition of their status as journalists and of the IFJ press cards.

DM calls on all branches and photographers in particular to respond to the call from their Palestinian colleagues in the West Bank for help to resist these attacks, establish their right to work in all areas and move freely and instructs the NEC to help the PJS build a strong campaign against impunity that will make any Israeli soldier think twice before hurling his next stun grenade.

**£ negligible**

**National Executive Council**

✓ **81** DM strongly condemns the assault by Israeli forces, almost one year ago, on a flotilla carrying humanitarian aid that tried to breach the military blockade of the Gaza coastline in Palestine.

DM notes the widespread international outcry after the brutal attack on civilians, including up to 100 journalists and media workers, resulted in 9 deaths including Turkish journalist Cevdet Kiliclar, killed by a shot in the head, and Indonesian cameraman Sura Fachrizaz who was shot in the chest and seriously injured.

DM equally condemns the curtain of secrecy drawn around the incident by the Israeli authorities, and the blackout and censorship of news which hindered journalists from giving an accurate account of what is happening.

DM notes that scores of journalists from across the globe including Australia, Algeria, Jordan, Turkey, Greece, the UK, Italy, Iran, Germany, South Africa, Indonesia, Malaysia, Pakistan and UAE were arrested, subject to body search, their material confiscated and used by the Israeli authorities to protect their version of events. This shows the contempt they have for the right of journalists.

DM commends the IFJ for calling for a full independent inquiry, raising the issue at a special meeting of the UK Human Rights Council and gathered maximum information from journalists to make compensation claims.

DM notes that the Israeli journalists' union, the NFIJ, and its branch in Jerusalem in particular, helped gather information and urged the Israeli government to surrender the equipment confiscated from journalists.

DM instructs the NEC to write to

(i) the NFIJ, on the anniversary of the attack, urging them to help pursue compensation, in the courts if necessary, for journalists and

(ii) Israel's PM reminding them of their responsibility under international law and seeking assurances that journalists on duty should be left out of any confrontation and have the freedom to cover events.

**£ negligible**

**National Executive Council**

Line 14: insert "DM further condemns the Israeli government's Turkel Commission report, which blamed the victims for the violence and whitewashed the perpetrators".

**Irish Executive Council  
also received from Dublin P&PR**

✓ **82** DM congratulates the Federation of African Journalists for their work in putting the safety of African journalists at the heart of the African Union's agenda for peace and conflict resolution.

DM believes that the adoption of the Addis Ababa declaration, calling on African governments, the African Union journalists' trade unions and the international community to join forces in promoting the safety and protection of journalists in Africa, was the first step in a continent-wide lobbying campaign to get the AU Assembly of heads of states to adopt a resolution, committing African governments to protect journalists by fulfilling their obligations in accordance with national, regional and international laws and by putting an end to impunity.

DM commends the joint effort by the NUJ and the TUC in helping the African Federation to organise workshops, mobilise its affiliates from across Africa and build the widest campaign involving journalists, trade unionists, human rights and civil <sup>18</sup> society activists.

DM instructs the NEC to urge the TUC to help the African unions roll out the next stages of their campaigns at continental level by engaging with the African Union and assist some of the affiliates having to cope with the impact of conflict on journalists at local level.

**£1,000**

**National Executive Council**

✓ **83** DM is gravely concerned at the restrictive clauses introduced by the South African government in its Protection of Information Bill and the proposed Media Appeals Tribunal.

DM notes that this bill was supposed to replace a 1982 law that remains a vestige of apartheid, but several of its proposed clauses, if passed, will curtail freedom of expression and the free flow of information.

DM welcomes the campaigns by journalists, including editors of South Africa's major publications, the National Editors' Forum and our sister union, the Media Workers Association of South Africa (MWASA), committed to defeat these restrictive clauses in what journalists now call "the secrecy bill". If any become law in their current form, investigative journalists could be prosecuted and face prison sentences of up to 25 years for reporting on government information.

DM instructs the NEC to work with MWASA in their campaign against this bill and to develop with them a future programme of work, involving the TUC, to strengthen this union and build its fighting capacity.

**£1,000**

**National Executive Council**

✓ **84** This DM condemns attacks on the press by the authorities in Iran. It therefore calls on the NEC to work with the IFJ to highlight such abuses of journalistic freedoms.

**£ negligible**

**BBC World Service**

✓ **85** This DM condemns attacks on civilians in Western Sahara by the Moroccan authorities. It therefore calls on the NEC to work with the IFJ to highlight such abuses.

**£ negligible**

**BBC World Service**

Line 18: after "society activists." insert:

"However, DM notes that specific affiliates in particular countries have been involved in the work so far and looks forward to even more affiliates being included in this campaign in the future".

**Manchester**

# WAGES, PAYMENTS AND CONDITIONS

*Selected motion covering motions 87, 88 and 89.*

✓ **86** DM rejects the view put forward in the Hutton Review into Public Service Pensions that members of public sector pension schemes should pay higher contributions; pensions should be changed from a final-salary basis, possibly to career-average schemes; and that the retirement age of public service employees should be raised.

It notes that public sector workers are already facing job cuts (nearly 500,000 announced on 20 October) pay freezes and increased workloads as they are expected to do more with less.

It further notes that the value of their pensions will likely be cut by the switch to the Consumer Price Index from the Retail Price Index (the latter being a wider index) and that as inflation continues to break targets and pay is frozen, any immediate increases in contributions will mean significant pay cuts.

17 DM reiterates the view that public service pensions are not 'gold-plated' and are sustainable and affordable and notes that in the past changes in public service pension schemes have been negotiated between the parties.

It further notes that private sector employees have certainly been hit hard by the employers retreat from decent pensions and that there is now a gap between public and private provision. There is also an important gap within the private sector between genuinely gold-plated pensions many company directors still receive, despite provision for their workers being slashed. The answer is not a race to the bottom for public service pensions, but defending public service pension and campaigning for rebuilding private sector provision.

DM notes that the report published on 7 October 2010 is the first phase of Hutton's review in public service pensions and that his final report is expected in March 2011

36 DM therefore instructs the NEC to continue campaigning to defend public and private sector pensions against attacks by employers and the British Coalition  
39 Government; support the work of the union's NUJ 60+ and  
40 the National Pensioners Convention; encourage members to support public campaigns in defence of pensions;  
44 support a national press and publicity campaign to expose the myth of so called gold plated pensions in the public service; and publicise and support lobbies against current  
47 or future moves to raise both the state retirement age and to any raising of the retirement age of public service employees.

**£2,000**

National Executive Council

Insert after line 17, "It further notes that the BBC attack on staff pensions is one of the first direct assaults on public-sector schemes."

Add at end "DM further instructs the NEC to encourage chapels and branches to make clear their backing for other workers in dispute over their pensions with petitions, collection sheets and delegations to offices and picket lines."

**London Central**

Line 36: delete "continue", insert "give a higher priority to"

Line 39: after "Government;" insert "seek to extend occupational pension provision for our members;"

Line 40: after "Convention" insert "in campaigning for a decent basic state pension for all"

Line 44: delete "and"

Line 47: after "employees" add "; and initiate a training programme on occupational pensions and how we might organise around the issue for full-time and lay officials and activists"

**Magazine and Book Industrial Council**

✓ **87** This DM congratulates the fantastic and courageous stand taken by BBC members in defence of decent pension provision. But it notes that in 2010 thousands of newspaper journalists lost their right to decent retirement benefits with the closure to new accrual of final salary pension schemes, including at companies such as Trinity Mirror, Johnston Press and Newsquest. This action was taken by companies in the depths of recession and at a time when pensions were affected by unique circumstances in the financial investments world. What has been offered in their place are pensions that put all the risk for future financial planning on to employees and with vastly inferior contributions from employers. After years when all new employees were prevented from joining final salary pension schemes, the interests of all members have now been unified to the lowest common denominator.

The premature actions of media companies in this regard are a disgrace, especially as executives involved in the closure of final salary schemes have grossly swollen their own pension pots by employer contributions of four times that of staff.

This DM believes that current pension arrangements at many media companies leave the real prospect of poverty in old age for members and, combined with falling pay rates, a massive disincentive for young workers to stay in the industry.

This DM therefore instructs the NEC to campaign for a “new deal” on occupational pensions through the TUC to establish a decency threshold for these retirement benefits.

This DM further instructs the NEC to urge all chapels to adopt better pension provision in their pay claims.

**£1,000**

**Birmingham and Coventry**

✓ **91** This DM condemns the actions of Newsquest managers, and particularly chief executive Paul Davidson, who oversaw the continuing pay freeze, closure of the final-salary pension scheme and the imposition of widespread compulsory redundancies across the group, while he himself enjoyed a £106,000 pay rise plus pension enhancements.

This DM congratulates members in chapels across Newsquest who have taken action in resisting Newsquest’s unjustified cuts and attacks on members’ pay and conditions. This DM instructs the NEC to continue its support of both the Newsquest Group Chapel and individual chapels in their fight to bring Newsquest’s managers to their senses and to engage in meaningful group-wide negotiations with the NUJ.

**£2,000**

**Bradford**

✓ **92** DM notes that Northcliffe Media made a £30 million profit this financial year after axing more than 240 jobs in the regions.

At the Nottingham Post, 14 copy subs and 2 production assistants were made redundant in December 2010 following the decision to abandon the regional subbing hub which was set up only 18 months previously by Northcliffe. Then the re-structuring saw redundancies in Leicester, Derby and Nottingham.

11 Four years ago, the Nottingham Post had 25 news reporters and 18 subs, now it has just 11 news reporters and 6 subs and an editorial assistant. Today, reporters write their stories directly onto the pages of the paper.

DM is concerned that the current staffing levels will put unacceptable pressure on journalists at the Post and this will ultimately lead to a further deterioration in the quality of the paper.

DM instructs the NEC to run a campaign highlighting Northcliffe's actions which put profits before its local papers and staff.

**£2,000**

**Nottingham**

**93** This DM deplores the actions of Johnston Press in using a new software system, Atext, as a means to cut jobs, particularly in sub-editing. This has had the additional effect of reducing editorial standards and further increasing pressure on reporters.

This DM applauds the actions taken by the Limerick Leader chapel to save jobs and prevent compulsory redundancies. As most, if not all, papers in Johnston Press, are now seriously under-resourced, this DM instructs NEC to initiate a campaign to begin to reverse this trend.

**£2,000**

**Irish South West**

**94** This DM notes that many members have agreed or have been forced to accept wage-freezes or wage-cuts but also notes that many employers are using the current economic situation to bludgeon terms and conditions won by the union in the past.

5 This DM instructs the NEC to examine all media organisations where pay-cuts or pay freezes have occurred with a view to initiating a campaign to end such freezes and begin to restore pay and conditions.

**£2,000**

**Irish South West**

Line 11: delete "now it has just 11 news reporters and 6 subs and an editorial assistant" insert ". In February 2011 it had 16 news reporters, 7 subs and an editorial assistant."

**Nottingham**

Line 1: after 'This DM' insert 'strongly'.

**Norfolk**

Insert after line 5:

"This DM further notes with concern the increasing tendency of some of the UK's biggest media companies to use casual workers as a permanent substitute for full-time staff."

Add at end "This DM further instructs the NEC to launch a campaign to prevent media owners using practices described above to deny journalists the full employment rights to which the law entitles them."

**London Central**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii), no decision of conference required – no instruction to NEC.*

✓ **95** This DM notes that, at a time when freelance rates and conditions are under severe stress, the NUJ in the  
3 Republic of Ireland cannot, under competition law, negotiate or recommend freelance rates.

This DM commends the efforts made by the Irish Secretary  
6 and the IED to change this situation and calls on the NEC to back  
7 a future, renewed campaign on the matter.

**£2,000**

**Irish South West**

*SOC recommends that the following amendment puts motion 95 in order*

Line 3: after the word “cannot”, delete “under competition law” and insert “because of a flawed interpretation of competition law by the Competition Authority in Ireland”.

Line 6: delete “IED” insert “IEC”.

Line 6: delete “calls on” insert “instructs”.

**Irish Executive Council**

*SOC recommends that the following amendment puts motion 95 in order*

Line 6: delete “calls on” insert “instructs”

**Irish South West**

*SOC recommends that the following amendment puts motion 95 in order*

Line 6: delete “calls on”, insert “instructs”.

Line 7: delete “on the matter.” insert “to press for the right to collective bargaining and rate information for all NUJ members.”

**Freelance Industrial Council**

✓ **96** This Delegate Meeting welcomes the interest of Co-ops UK, the umbrella organisation for the Co-operative movement in Britain, in supporting new and sustainable forms of media ownership in Britain.

DM notes the union’s policy, adopted at the last ADM in  
6 Southport, to support alternative funding models in the light of the increasing failings of traditional business models, and developed through initiatives such as last year’s New Ways to Make Money from Journalism conference, and instructs the NEC to strengthen links with the co-operative movement to support journalists and journalism.

It instructs NEC to ensure that quality journalism, decent pay and conditions and trade union rights are at the core of any dealings with the Co-op movement.

**£ negligible**

**National Executive Council**

***Selected motion covering motions 98 and 99.***

**97** DM recognises that properly structured work placements are an important part of training for students, and benefit journalism as a whole by maintaining close partnerships between industry and education.

However, DM is concerned that some organisations continue to use work experience as an excuse to exploit the goodwill of students, and put pressure on working journalists.

DM notes that the Nottingham Post has been running a scheme where students are used to effectively replace “Neighbourhood News” reporters on the ground, with Post journalists subbing the students’ copy and spending more time desk bound. DM believes such schemes have the potential to lead to further exploitation.

DM instructs the Professional Training Committee – working with chapels and branches – to carefully monitor similar schemes across the UK and Ireland – and to devise a campaign to reinforce the message that work experience should not be used as free or cheap labour.

**£1,000**

**Nottingham**

Add at end:

“DM instructs the NEC to work with other unions and the NUJ’s industrial and geographic councils and training organisations where the NUJ has influence and/or representation to highlight these exploitative practices, which undermine paid work and pose risks to the future of journalism, the welfare of journalists and the quality of work carried out.”

**Wales Executive Council**

✓ **98** This DM notes employers are increasingly looking to cover staff shortages by using free content, including unpaid shifts by journalism students masquerading as work experience or “internships”. Where this takes place in non-recognised workplaces, the work activities are often poorly monitored and supported by the employer and risks putting students at risk from corners being cut on safety.

When in operation this abuse of work experience is likely to mask cuts made through redundancies and has the effect of reducing permanent opportunities for student journalists themselves in the longer term.

Therefore, this DM instructs the NEC to reaffirm the NUJ commitment to the value of good, well-structured work experience. But this DM underlines its opposition to unpaid exploitation of young people seeking a career in journalism and therefore also instructs the NEC to re-launch the union’s work experience guidelines to all universities and colleges with journalism-related courses and to all NUJ student members.

**£2,000**

**Birmingham and Coventry**

Line 6: delete “risks putting” insert “puts”.

**Birmingham and Coventry**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii), no decision of conference required – no instruction to NEC.*

✓ **100** This Delegate Meeting welcomes the introduction of pay walls for online editorial content. While it is a belated move, it is nevertheless in the right direction.

Online publishing is developing a variety of ways of attracting income, and while a pay wall might not be appropriate in every case, there is no reason to object to it in principle.

This DM also recognises that freelances should receive a proportion of the income generated by this means, and DM calls upon the NEC to work with other unions and the author-friendly collecting societies to obtain remuneration for freelance authors.

**£ negligible**

**Freelance Industrial Council**

*SOC recommends that the following amendment puts motion 100 in order.*

Lines 1-8, delete “welcomes the introduction ... and DM calls upon”, and insert:

“notes with interest the introduction of pay walls on News International websites. This DM recognises that this may be one way for publishers to make money from the web, but is concerned that the policy has not yet proven successful for general news websites. DM notes that the Financial Times has had a successful paywall strategy for years, but that there is general recognition that this is due to the exclusivity of their content.

“DM believes that online publishing will need to develop a range of new ways to make money and recognises that charging for access to content will be one of the strategies. DM also notes the increasing income being made by some blogs and the investment in the production and sale of apps for smartphones and iPads.

“DM hopes for the success of new ventures to make money online, but believes that revenue should be invested in journalism and journalists. DM believes that staff journalists and freelance contributors should all benefit from any increased profits made through online publishing.

“DM instructs the NEC to seek to ensure that this issue is highlighted in pay negotiations where possible and further instructs”

**National Executive Council**

*SOC recommends that the following amendment puts motion 100 in order.*

Line 1: Delete all after “This Delegate Meeting” and insert:

“notes the decision of News Corporation to place much of the content of Times newspapers behind a pay wall. DM welcomes the implied recognition that professional journalism is a high-value commodity which cannot be produced free of charge. It also welcomes the possible emergence of new income streams which could be used to maintain high standards of journalism, including the employment and commissioning of professional journalists.

DM instructs the NEC to campaign vigorously to ensure that any income released by such pay wall initiatives should be fairly shared between the media companies which apply the charges, and the journalists they employ and commission, both staff and freelance; with a view to reversing the recent decline in pay and working conditions throughout the industry, and developing a new business model which is capable of supporting high quality journalism.”

**Edinburgh Freelance**

*SOC recommends that the following amendment puts motion 100 in order.*

Line 8: delete “calls upon”, insert “instructs”.

**Freelance Industrial Council**

*SOC recommends that the following motion is void for uncertainty of meaning – define “outsourcing”, define “offshore”.*

✓ **101** This Delegate Meeting deplores outsourcing and the concomitant loss of members’ jobs and detriment to quality journalism.

DM instructs the NEC to develop guidance for reps and chapels on how best to fight proposals to move jobs offshore.

**Book**

*SOC recommends that the following motion is void for uncertainty of meaning and is also incapable of implementation – “all chapels” enforcing “all agreements”?*

✓ **102** This DM instructs all chapels to enforce all negotiated agreements between managements and union are honoured, if a staff member is absent, in particular agreements that temporary cover is provided for absence over three weeks.

**£ n/a**

**Lanarkshire**

## **MEDIA FREEDOM**

✓ **103** This delegate meeting -

- recalls that more than 25 years have passed since the NUJ helped to launch the Campaign for Freedom of Information in Britain;
- acknowledges the tenacity and expertise of the campaign and its long-serving director, Maurice Frankel, in persuading parliament to adopt such an Act;
- recognises that the first six years of operation of the Freedom of Information Act have brought about a profound change for the better in the political life of this country;
- and applauds the efforts of all those journalists who have sought to use the Act for the benefit of society.

Conference is conscious, however, that those benefits are now threatened by a government which is imposing deep and widespread cuts in public spending. If those who make such spending decisions are to be held to account, freedom of information at the national and local level is even more important than usual.

For these reasons, Conference instructs the NEC to offer all possible support – and to work jointly with, when possible – the Campaign for Freedom of Information in order to oppose

(i) any attempt by the government to introduce charges for the supply of information

(ii) changes to the Act which would impose limits on the number of requests for information

(iii) redundancies among those currently employed to responded to requests for information.

**£1,000**

**London Freelance**

*SOC recommends that the following amendment puts motion 101 in order.*

Delete all after “This Delegate Meeting” and insert:

“notes the continuing need for training and support materials to assist in dealing with the threat of outsourcing work, as agreed in Resolution 117 at ADM 2009.

DM therefore instructs the NEC to develop guidance for reps and chapels on how best to fight outsourcing proposals.”

**£1,000**

**Book**

*SOC recommends that the following amendment does not put motion 102 in order and is still out of order being void for uncertainty of meaning.*

Line 1: after “to” insert “strive to”

**Lanarkshire**

✓ **104** This DM notes the on-going restrictions imposed on access to public information in the Republic of Ireland. The amendment of the Freedom of Information Act 1997 and the on-going exclusion of a significant number of public bodies from the remit of freedom of information legislation has re-enforced a culture of secrecy within the Irish system of public administration.

DM notes that the National Asset Management Agency (NAMA) and the National Treasury Management Agency (NTMA) are among the public bodies excluded from the provisions of the Freedom of Information Acts. Acknowledging that some of the work of both agencies is commercially sensitive DM notes that the current legislation contains safeguards for the protection of commercially sensitive data. The right to protect such information should not grant total immunity from public scrutiny.

DM instructs the NEC to support a campaign led by the Irish Executive Council aimed at securing inclusion of NAMA and NTMA in the list of public bodies covered by the Information Acts.

**£1,000**

**Dublin**

**Selected motion covering motion 106.**

**105** This DM is alarmed at the continuing growth of the Murdoch media empire in the UK and Continental Europe. It notes that in November 2010 News Corporation notified the European Commission of its intention to make a takeover bid for the remaining shares in BSkyB that it does not already own. It also notes that at the same time Vince Cable, the business secretary, issued an intervention notice on News Corporation's proposals to acquire the broadcaster and that Ofcom subsequently undertook a public interest investigation into the proposed acquisition.

Conference notes that when News Corporation announced its intention to take control of BSkyB in June 2010, there was very little reaction. However, it notes that shortly after, the union, in conjunction with the internet campaigning organisation 38 Degrees and the Campaign for Press and Broadcasting Freedom, launched a high profile and extremely successful publicity campaign to ensure that the proposed acquisition was the subject of a public interest investigation.

It also notes that a number of other media companies came out against the proposed take-over and that articles in the press by Will Hutton, Henry Porter and the Lords Puttnam and Fowler also warned of some of the dangers to media plurality and press freedom if the takeover was not challenged.

Conference also notes that Hutton also made the call for media commission in an Observer article on 5th September 2010 to examine Britain's media ownership and competition rules, more especially in the light of the autumn 2010 announcement by the Culture Secretary Jeremy Hunt of the government's intention to lift ownership restrictions on local newspapers and radio.

DM congratulates those involved in the campaign to ensure that this bid was subject to a public interest test. It recognises that in such campaigns a key element is building a wide coalition in support and the use of the internet to reach a wide audience.

Conference therefore instructs the NEC to:

- Support the call by Will Hutton and others for a media commission to examine Britain's media ownership rules;
- Ensure that the call is taken up in Parliament by the NUJ group of MPs;
- Continue campaigning with organisations like 38 Degrees and the Campaign for Press and Broadcasting Freedom and to seek wide public support for tougher and clearer rules on media mergers including opposition to any proposals by the government to lift the existing ownership restrictions on local newspapers and radio.

**£2,000**

**National Executive Council**

Add at end:

- “ ● campaign for a limit of 20% of the total circulation of newspapers for any media ownership of newspapers in the UK.
- campaign for an end to foreign ownership of newspapers and TV stations in the UK as is practised widely in other countries.”

**Edinburgh & District**

**Selected motion covering motions 108 and 109.**

**107** This DM is alarmed by the increasing number of journalists who are being detained or harassed as they attempt to legitimately gather information.

8 DM welcomes some of the progress against anti-terror legislation achieved in London and the campaign, particularly, by photographers, to inform debate within  
10 the Metropolitan Police. This DM instructs the NEC to widen the campaign to include police forces, police associations and public bodies across Scotland.  
**£2,000**

**Glasgow**

Line 8: delete all after "Metropolitan Police", insert:

This DM believes that, in addition to the press card, a card with condensed "rules of engagement", that is the law regarding press freedom and restrictions, should be made available to journalists and photographers. This could then be used if the police or private security staff invent their own rules. If this can be agreed with the Home Office then it will have more weight.

Both police and press have a function to safeguard our society and the contact points should not cause more friction than necessary.

This DM instructs the NEC to take the necessary steps to produce such a card and widen the campaign to include police forces, police associations and public bodies throughout the UK.

**Netherlands**

Line 10: delete "Scotland" insert "all geographical areas covered by the NUJ".

**Scottish Executive Council**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii), no decision of conference required – no instruction to NEC – required in last sentence and is also out of order not being in a proper form (ie This DM [at start] and This DM instructs etc [final sentence]).*

*SOC recommends that the following amendment puts motion 109 in order.*

Line 1: delete "This union" insert "This DM"

Line 38: delete "The NUJ will" insert "This DM instructs the NEC to"

**✓109** This union recognises the high profile campaigning work done by NUJ members leading the "I'm a Photographer Not a Terrorist" (PHNAT) campaign and recognises that attacks on lens-based journalists are attacks on all journalists.

### **London Photographers**

It began with a couple of dozen people outside New Scotland Yard supporting the General Secretary, Jeremy Dear's 'lone protest' against the Metropolitan police poster campaign which targeted photographers as suspicious and potential terrorists a couple of years ago.

The PHNAT web site was launched and the campaign engaged social networks and grew virally massing 28,000 supporters up and down the country, professionals and amateurs alike, outraged by the attack on our ability to carry out our profession but also by the restriction on our ability to document the world around us, our visual history.

Anti terrorism laws are not the only laws journalists face, but the blanket application of s44 in cities across the country galvanised everyone, from the wildlife photographers, the architectural photographers to the street and news photographers. This culminating in the Mass Gathering, attended by thousands of photographers in Trafalgar Square January 2010.

The success of the campaign and the legal cases raised by the NUJ has been acknowledged in Parliament and by the Independent Police Complaints Commission. Following the success of NUJ members at the European Court of Human Rights which ruled its use 'unlawful' this led to the suspension of the use of s44.

The London Photographers branch would like to thank the NUJ full timers for their support in our campaigning. Particularly the General Secretary, the legal department and our legal friends from Bindmans and Hickman and Rose solicitors.

In this period of austerity and heightened political protest journalists have to be aware of the potential for infringements on press freedom by the state. Whatever shape the new laws take we have to be vigilant and prepared to defend our individual members, from threats to seize journalistic material to assaults and arrests in public order situations. The NUJ will organise a

**£1,000**

**London Photographers**

✓ **110** This Delegate Meeting believes that the reputation of the UK Press Card is crucial to many NUJ members' day-to-day work, and that the reputation of the press card is best served when it is issued only to professional journalists who need to identify themselves as news or information gatherers.

To this end, this DM instructs the NEC to ensure that necessary steps are taken to verify that all those applying for or holding a UK Press Card are entitled to do so.

DM believes these steps are likely to include as a minimum:

- Seeking independent confirmation where deemed necessary – for example, by clippings, or recommendation of a branch or Union office bearer – that any applicant for a press card would need the card while carrying out their job;
- On expiry of the previous card, the card holder is asked to either reconfirm or resupply evidence that they continue to need the card while carrying out their job (instead of an automatic renewal);
- A new photograph needs to be supplied on renewal of any press card.

**£2,000 pa**

**Freelance Industrial Council**

✓ **112** This Delegate Meeting notes that internet whistleblowing sites such as Cryptome and Wikileaks have done a great job publishing leaked information anonymously in the public interest. But this DM also notes that journalists should beware that the often anonymous or otherwise shadowy owners and editorial staff of these sites may have a political agenda of their own. Leaks may have been 'cherry picked' and have deliberate omissions to protect certain parties.

DM therefore instructs the NEC to issue guidelines for members on dealing with organised internet whistleblowing.

**£ negligible**

**New Media Industrial Council**

✓ **113** This DM welcomes the current debate on 'net neutrality' particularly where it has foregrounded the demand for open access to the internet by consumers and producers of content, the need for effective universal service provision, public service obligations and realistic and transparent Quality of Service standards.

This DM is disappointed that the responsible Government minister, Ed Vaizey, seems to have abandoned these important goals, preferring instead an appeal to free market competition in a situation where the domination of the market by a handful of network infrastructure operators, such as BT and Virgin, clearly demonstrates the absence of a free or genuinely competitive market. Vaizey's position is all the more regrettable in the light of the increasing use of the internet as a vehicle for disseminating news, current affairs and entertainment. Only an effective regulatory framework for the internet can guarantee the diversity and quality of content.

This DM instructs the NEC to launch a campaign in conjunction with other interested parties, including the Campaign for Press and Broadcasting Freedom and the Open Rights Group, for a regulatory framework for internet service providers and network infrastructure operators within the UK designed to introduce clear and equitable methods for enforcing public service obligations, universal service provision, open access, and Quality of Service.

Recognising the global nature of internet operations, this DM further instructs the NEC to investigate the possibility of launching a similar campaign internationally. As a first step, this DM instructs the NEC to contact possible partners in such a campaign, including the Electronic Frontier Foundation, UNESCO, and the IFJ.

**£1,000**

**New Media Industrial Council**

✓ **115** This DM notes with great concern the increased use of permit schemes for photography and film on public highways and council owned land, such as that by the Bristol Film Office of Bristol City Council

DM therefore instructs the NEC to campaign vigorously for the right to take photographs and film in public places without a permit or fee.

**£ negligible**

**Bristol**

# QUALITY OF JOURNALISM

*Selected motion covering motion 117.*

**116** This delegate meeting recognises that

1. good quality local news services are essential to informing communities about the way the cuts announced in the public spending review actually play out in terms of which jobs are lost, which services withdrawn, cut back, and/or made less affordable or accessible, and who suffers.
2. many of the cuts will impact hardest on some of the least visible members of the community and those who have the weakest voice and are least able to draw attention to their plight.
3. by cutting the role of national and local publicly elected and accountable bodies the Big Society agenda may make it harder to get official documentation on what is happening and harder to trace lines of responsibility
4. the running down of local news services has left our members with far too little time to do the job that is needed in order to keep communities informed and hold those in power accountable for their decisions

The Delegate Meeting therefore instructs the NEC:

1. To highlight the crucial role of local news services in developing public awareness of how cuts are affecting services in their area as a key element within the Stand up for Journalism campaign, including possibly sending round a questionnaire to our news chapels
2. In its dealing with the TUC anti-cuts campaign and with the NUJ Parliamentary Group, to argue that support for our Stand up for Journalism campaign must be recognised as essential to democracy and accountability at this time when unprecedented cuts are being forced through with very little mandate or debate.

31

This delegate meeting also welcomes the introduction of a new training course on "Reporting the NHS" and instructs the NEC to review with the training staff whether there could be a role for similar courses in reporting other aspects of public services.

**£2,000**

Oxford and District

Insert new "3" (after Line 31) "To ensure that the need to retain and nurture quality journalism underpins all campaigns undertaken by the union."

**Cardiff and South East Wales**

**Selected motion covering motion 119.**

**118** This DM notes that local authority (LA) publicity work, including council newspapers, and their communications staff are under attack from Eric Pickles MP and local newspaper owners. Both government and media owners are taking advantage of the economic crisis to blame councils for a loss of advertising revenue and quality content in local media instead of looking to their own lack of investment in previous years.

This DM believes that LA newspapers are not in competition with local media for either content or readership. Council publications are not commercial newspapers and can happily coexist alongside local newspapers.

This DM believes council newspapers are not the main reason for drop in newspaper advertising revenue.

DM therefore instructs the NEC to campaign to defend quality journalism in council newspapers against false allegations from greedy local newspaper owners and the government.

**£1,000**

**Press & PR**

Delete lines 1-8. Insert:

“is concerned that the attacks by Eric Pickles on ‘millions spent on town hall PROs’ could result in democratic accountability being undermined. This DM believes the public has the right to balanced and accurate information, and while Mr Pickles says he wants to root out ‘spin’ and ‘waste’, we fear the impact of his onslaught will lead to important information about the impact of government cuts being concealed and curtail open debate. Elected national and local representatives need to connect with those who elected them and PROs help make his happen.”

Add at end: “This DM further instructs the NEC to continue to campaign on behalf of and support PR members in the public sector and to promote the NUJ’s ethical guidelines for PR with a view to increasing public understanding of the work of public sector PR members”.

**Public Relations and Information Industrial Council**

Line 4: delete ‘Eric Pickles MP’; insert ‘the Department for Communities and Local Government’.

**Norfolk**

After line 15, insert:

“DM also believes that in some communities local authority publications can be the only source of local news and local authority news and information with commercial newspaper owners continuing with title closures, mergers and reductions in editorial staff.

It also reaffirms that that our members working in local authorities and other organisations producing news and information have equal standing, rights and responsibilities within the NUJ as any other members.

Add at end:

“DM further instructs the NEC to work with the wider trade union movement to raise awareness of the fact that NUJ members working in the press and publications and information sector are journalists who, like all NUJ members, have a union code of conduct, ethics, professional and trade union standards and principles and a specific PR code of conduct.”

**Wales Executive Council**

✓ **120** This Delegate meeting commends the work being done by the quality in publishing campaign in highlighting the value of the work done by our members working in book and magazine publishing.

It recognises that the long tradition of publishing excellence in the UK and Ireland is under threat from increasing outsourcing to packagers and freelances and copy-editing services based overseas. Skills, knowledge and expertise that have been passed down for generations as young in-house staff learn from more experienced editors now risk being lost, and the current generation of freelances, who will largely have been trained in-house, will not be followed by a new generation with equivalent expertise.

This delegate meeting recognises the commitment publishing workers have to providing a quality product, and believes that a campaign championing quality will find a strong resonance among all publishing workers and will help give our chapels a strong profile, boost recruitment and help them organise around key quality-related issues such as overwork, understaffing, training and bullying.

The Delegate meeting:

1. Instructs the NEC to give further support to this campaign, including time from national organisers and the communications staff
2. Calls on the editor of the Journalist to seek out stories that highlight the issues behind this campaign
3. Encourages all book and magazine chapels to:
  - a) hold meetings to discuss the issue of quality and quality control in their workplaces, inviting, if appropriate, expert speakers to lead the discussion
  - b) provide feedback from those discussions in the form of articles and anecdotes to be published on the campaign website and possibly mailings of relevant branches
  - c) develop recruitment literature highlighting the NUJ's commitment to quality and to securing a work environment that enables staff to do a professional job without relying on large amounts of unpaid overtime.

**£1,000**

**Oxford and District**

# TRAINING AND HEALTH AND SAFETY

✓ **121** Conference notes the proliferation of training schemes offered to journalists from training providers in both the public and private sectors including the growth in training provided by unions, either individually or collectively, along with union-endorsed organisations such as the Workers Educational Association and TUC Training.

7 Conference recognises some of this training is funded or subsidised through public funds and there is duplication in the provision of training being offered to our members, often by union training projects or departments operating in the same geographic areas.

12 Conference further notes the principle underlying our own union that people carrying out journalism should be trained, qualified and union members for reasons that are not necessary to list in a motion to an NUJ conference. Conference notes this means public funds are being wasted in duplication and reducing the range of courses that could be offered to our members and also causes confusion to our members.

19 Conference notes, however, that some of the providers of training that is being offered to our members do not hold any training, tutoring or teaching qualification and some also do not belong to or have joint-union membership with a relevant training or education union.

24 Conference instructs the NEC to only allow the union to endorse training to NUJ members that is delivered by qualified and unionised trainers in the same way the union would only endorse journalism carried out by qualified, unionised journalists.

28 Conference further instructs the NEC to only support, organise or endorse training that has public funding or subsidy that does not duplicate existing training provided by other unionised and qualified trainers in a geographic area if it is at a similar cost to our members unless there is clear evidence the existing courses are not relevant to journalists. Such evidence shall be produced in advance of the union endorsing applications for training and the establishment of courses.

**£ negligible**

**Cardiff and South East Wales**

Change all references to Conference to Delegate Meeting or DM as follows:

Line 1: delete "Conference" insert "This Delegate Meeting"

Line 7: delete "Conference" insert "DM"

Line 12: delete "Conference" insert "DM"

Line 15: delete "conference." insert "delegate meeting."

Line 15: delete "Conference" insert "DM"

Line 19: delete "Conference" insert "DM"

Line 24: delete "Conference" insert "DM"

Line 28: delete "Conference" insert "DM"

**Cardiff and South East Wales**

## Health and Safety

*SOC recommends that the following motion is void for uncertainty of meaning – no H & S Committee in the Rule Book. What H & S Committee and what does it do?*

✓ **76** This DM instructs the NEC to amend the rules to allow elections for the Health and Safety Committee to ensure representation from each sector and closer collaboration with the Equality and Disabled Members' Councils.

**Leeds**

*SOC recommends that the following amendment puts motion 76 in order*

Line 1: delete all after "This DM" and insert:

"notes that while the NUJ has had a health and safety committee meeting informally for many years to liaise with the nominated official responsible for health and safety, a more formal approach would enhance the opportunities and mechanisms for ensuring that the legal scope afforded under such the Health and Safety at Work Act in the United Kingdom is used as frequently, widely and effectively as possible to the benefit of the union and its members.

This Delegate Meeting calls upon the NEC to amend the rules to establish an elected health and safety committee that includes formal representation from each sector, with NEC representation and a remit to collaborate as fully as possible with the Equality Council, Disabled Members Council and Training Department/ Professional Training Committee to raise the profile of the scope legally extended to health and safety reps at work and to maximise the protection afforded by all aspects of health and safety legislation to protect the working conditions of NUJ members.

This DM therefore instructs the NEC to amend the rules so that there shall be a Health and Safety Committee consisting of and organised by a member elected from each sector, at each DM plus one representative of the SEC, WEC, the IEC, NEC, disabled members' council and equality council.

The purposes of the Health and Safety Committee shall be:

- (i) to campaign to raise the profile of health and safety representatives, to encourage branches and chapels to elect health and safety reps, to encourage members to undertake essential and regular training to best represent the interests of members at work and in branches and chapels;
- (ii) to work with the designated union health and safety officer on all relevant health and safety issues;
- (iii) to monitor relevant legislation and political developments;
- (iv) to highlight instances of good and bad practice within the union and more widely;
- (v) to campaign for accurate and comprehensive coverage of health and safety issues within the media;
- (vi) to work with other unions and relevant organisations to promote the health and safety interests of NUJ members; and
- (vii) to report regularly to the National Executive Council.

The committee shall elect a chair from within the elected members and adopt appropriate standing orders to ensure that they meet regularly and that all union health and safety representatives are encouraged to participate either by attendance or by other means such as telephone conferences."

**£15,000**

**Leeds**

*SOC recommends that the following motion is out of order being contrary to Rule 8(w)(i)(ii) – can't instruct NEC to incur legal costs.*

✓ **123** This DM believes that photographers are a crucial element within any newsroom and many PR operations. However, employers have consistently ignored the important health and safety implications of such a physically demanding profession. Very few employers give training or have best practice policies on manual handling, not only for staff photographers but freelancers they use the services of. Anecdotal evidence suggests that there is an epidemic of physical disorders consistent with the carrying of heavy and awkward weights such as in the back, neck and hip. This DM therefore instructs the NEC to:

1. Carry out an in-depth survey of all NUJ photographers to determine what the key health problems associated with the job are;
2. In the light of the results of this survey, to highlight the resultant report among members and to publish the findings;
3. Commission a report to develop best practice guidelines to avoid the problems highlighted and disseminate to members and urge chapters to actively pursue as a collective issue with employers;
4. Engage in a public campaign to urge employers to take the issue seriously and to adopt key advice obtained by the NUJ;
- 23 5. Actively pursue personal injury claims where employers are found in breach of guidelines.

**£1,500**

**Birmingham and Coventry**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii), no decision of conference required – no instruction to NEC.*

✓ **124** This DM is concerned that a report by the Health and Safety Executive (reported by the DWP) found that 41.5% of workers in the media report themselves as 'highly stressed'.

DM notes that excessive pressures faced by journalists including long hours, heavy workload and deadlines damage journalists' mental health and mental well-being and notes that research by YouGov found that stress in the creative professions has led to at least 50% of people seriously considering leaving their profession.

DM recognises work by the TUC in their report 'Representing and supporting members with Mental Health Problems at Work' and commends the recent work by the NUJ Disabled Members Council on mental health in journalism.

15 DM calls on NEC to

- Press the government to prioritise the well-being of the UK workforce in its strategies in coping with the serious cuts made in 2010.
- share good practice to meet duties to safeguard the mental health of journalists at times of increased stress.

**£ negligible**

**Disabled Members Council**

*SOC recommends that the following amendment puts motion 123 in order.*

Line 23: delete all after "injury claims"; insert "within established NUJ legal guidance practice where members have been injured as a result of negligence by employers".

**Leeds**

*SOC recommends that the following amendment puts motion 123 in order.*

Line 23: delete "pursue", insert "consider".

**Birmingham and Coventry**

*SOC recommends that the following amendment puts motion 124 in order.*

Line 15: delete "calls on", insert "instructs the".

**Disabled Members Council**

*SOC recommends that the following amendment puts motion 124 in order.*

Line 15: delete "calls upon", insert "instructs".

Add at end:

"NEC instructs the health and safety committee to work with the Disabled Members' Council and relevant NUJ officials to revisit materials produced regarding stress and media work and to ensure that appropriate guidelines and links are uploaded to the NUJ website before the next Delegate Meeting."

**Leeds**

# COPYRIGHT

*Selected motion covering motion 126.*

**125** This DM believes it would be a logical and legal absurdity for the NUJ to agree to the licensing of works whose authors cannot be identified while there are still significant groups of authors who do not have the right to be identified.

DM instructs the NEC to initiate and maintain a campaign on the policy of “no orphan works legislation without inalienable moral rights”.

**£1,000**

**Nottingham**

**Also received from Bristol**

*SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii), no decision of conference required – no instruction to NEC.*

✓ **126** It would be a logical and legal absurdity for the NUJ to agree to the licensing of works whose authors cannot be identified while there are still significant groups of authors who do not have the right to be identified.

**London Photographers**

# MEMBERSHIP

**127** This Delegate Meeting believes that, in the context of the mass redundancies in the industry and the consequent decline in membership, that the union’s membership restrictions limit potential recruitment and our industrial strength.

DM notes that the rules can create unnecessary divisions in the workplace whereby, for example, support or technical staff must join another union or remain unrepresented. This DM believes that the NUJ should become the union for media-workers and open membership up to all working in the media

<sup>10</sup> who wish to join.

DM therefore instructs the NEC to amend the rules to give effect to the principle that anyone working for a media company

<sup>13</sup> or in the media departments of other companies should qualify for membership, regardless of their role.

DM instructs the NEC to seek meetings with relevant other unions in the media sector to seek to ensure that this does not bring us into dispute with them.

**£ n/a**

**National Executive Council**

*SOC recommends that the following amendment puts motion 126 in order.*

Line 1: before “It” insert “This DM believes”.

Add at end “DM instructs the NEC to initiate and maintain a campaign on the policy of ‘no orphan works legislation without inalienable moral rights’.”

**£ as above**

**London Photographers**

Line 10: after “join” insert “when no other union will recruit members there”.

Line 13: after “media departments of other companies” insert “where there is no other union organising”.

Add at end: “and to organise joint recruitment campaigns where other unions are willing.”.

**London Central**

Line 13: after “other companies”, add “where no other union is organising”

**New Media Industrial Council**

**Selected motion covering motion 129.**

**128** This Delegate Meeting recognises the persistence of low pay in many parts of the industry and the development of new forms of journalism and new working practices.

5 **DM therefore recognises that the requirement that applicants must earn at least half of their income from journalism is increasingly unrealistic.**

**DM instructs the NEC to amend the rules to give effect to the principle that those who earn at least a quarter of their income from journalism should qualify for full membership.**

**£ up to 1,000**

**National Executive Council**

Line 1: delete all after "meeting" insert:

"notes that an increasing number of bona fide journalists are unable to earn even half of their income from journalism.

This DM therefore instructs the NEC to review Rule 2 (d) (i), eligibility for full membership, with a view to modifying the criteria so that they more accurately reflect the harsh realities of potential members' working lives.

This review should include as wide and cost-effective a consultation as possible with members, for example via email and, if the editor feels it is appropriate, 'The Journalist'.

This DM instructs the NEC to report back on its findings three months ahead of the date for closure of motions for the next DM."

**Paris**

**also received from Continental European Council**

Delete lines 5 to end and insert:

"This DM therefore instructs the NEC to review Rule 2(d)(i), eligibility for full membership, with a view to modifying the criteria so that they more accurately reflect the harsh realities of potential members' working lives.

This review should include as wide and cost-effective a consultation as possible with members, for example via email and, if the editor feels it is appropriate, "The Journalist". This DM instructs the NEC to report back on its findings to the next DM."

**Irish Executive Council**

✓ **129** This DM notes that an increasing number of bona fide journalists are unable to earn even half of their income from journalism.

This DM therefore instructs the NEC to review Rule 2 (d) (i), eligibility for full membership, with a view to modifying the criteria so that they more accurately reflect the harsh realities of potential members' working lives.

This review should include as wide and cost-effective a consultation as possible with members, for example via email and, if the editor feels it is appropriate, 'The Journalist'.

11 This DM instructs the NEC to report back on its findings to the next DM.

**£ as above**

**Paris**

**also received from Continental European Council**

**Selected motion covering motions 131 and 132.**

**130** This Delegate Meeting instructs the NEC to amend the rules, with particular reference to the union's membership responsibilities, to give effect to the principle that NUJ staff members are accorded the same consideration and respect required of all members when dealing with each other.

4

**£0**

**National Executive Council**

Line 4: delete 'members'

**Press & PR**

✓ **131** This DM instructs the NEC to amend the Union's statement of membership responsibilities to give effect to the principle that employees of the union, as other members, should be treated with consideration and respect and should not be subject to unacceptable behaviour which threaten their livelihood or working conditions.

**£0**

**Irish Executive Council**

*SOC recommends that the following motion is out of order being contrary to Rule 26 (c), principle not textual amendment to rules required.*

- ✓ **132** This DM instructs the NEC to change the rules to insert “A member shall treat other journalists with consideration” into Rule 24(f) iv Appendix B.  
**£ n/a** **Manchester**

**Selected motion covering motion 134.**

**133** This Delegate Meeting welcomes increased efforts by the union to recruit student journalists into the union. DM also welcomes greater focus on retaining student members following the completion of their courses.

DM, however, recognises that the reality for too many students is that they will not immediately enter paid employment.

Many students face a choice between unpaid work experience or internships, or building their professional reputation on blogs or other non-paying platforms. DM recognises that this causes a serious problem in terms of retaining student members as full members.

DM therefore instructs the NEC to amend the rules to give effect to the following principles:

- Student membership should expire as soon as students are awarded their qualification;
- All student members should automatically qualify for Temporary Membership upon expiry of their student membership, if they do not immediately start full-time employment, and should receive a 50% discount on the fees for Temporary Membership for the first year of membership;
- Student members who begin full-time employment upon completion of their course should continue to receive a 25% discount on their membership fees for the first year of membership.

**£ n/a** **National Executive Council**

- ✓ **134** DM notes the substantial progress made in recent years by branches and chapels in recruiting student members to the union. DM recognises the importance that student members play in the union’s democracy and development.

However, DM is concerned that some students have been able to obtain membership even though they are not on an NUJ-accredited or approved course or working for university media organisations run by students. Applications are being approved by head office rather than by the local branch.

DM is concerned that this has the potentially detrimental effect of allowing non-journalists into the NUJ.

DM instructs the NEC to amend the rules to the effect that student membership applications for those on courses not accredited or approved by the NUJ should be referred to the local branch for approval. Where the branch does not meet, the membership department should continue to process applications.

DM further instructs the Professional Training Committee to publish an updated list (possibly on line) of all courses currently accredited or approved by the NUJ.

**£ negligible** **Nottingham**

*SOC recommends that the following amendment does not put motion 132 in order and is itself out of order – already in union rules – see Membership Responsibilities (b)(i).*

Delete lines 2 and 3 and insert “give effect to the principle that a member should treat other members with consideration”.

**Manchester**

Add at end additional bullet point:

“Student members who have a previous record of at least one year’s continuous full membership shall continue to have the rights of full members as outlined in Rule 2 g (i).”

**New Media Industrial Council**

✓ **135** This DM notes the huge increase in staff working on internet-related activity and the establishment of media companies focussed on online and new media operations; further notes that many of the staff working in these companies are eligible for NUJ membership and instructs the NEC to prepare literature aimed at internet-related staff making clear their eligibility to join the NUJ.  
**£2,000** **London Central**

*SOC recommends that the following motion is void for uncertainty of meaning – who would approve membership.*

✓ **136** This Delegate Meeting instructs the NEC to amend Rule 3 (Election, transfer and termination of membership) that election to the union shall no longer be subject to a vote of a branch meeting.  
3  
Rule 3 should be amended so that applicants who meet the objective membership criteria as outlined by Rule 2 (Membership requirements) will be welcomed as members of the NUJ without going through a subjective voting process.  
8  
**£0** **Dublin Freelance**

Lines 3-8: delete all after “membership)” and insert: “to make explicit the principle that the sole duty of the branch is to satisfy itself that the applicant meets the union’s membership criteria.”

**National Executive Council  
also received from Book**

Line 3: after “termination of membership)” insert “to give effect to the principle”.

Lines 5-8: delete all.

**Dublin Freelance**

✓ **138** This DM notes:

- That the retention of members continues to be a serious concern for the union. It believes that any membership organisation ought to have systems in place to ensure members do not leave unnoticed or unchallenged.
- That a new membership system should now allow chapel officers to receive regular updates on leavers and lapsers, enabling them to approach these members with a view to keeping them in membership.
- That members who are not in organised chapels (this constitutes the majority of members in some sectors) will not be ‘caught’ by this system.

This DM therefore instructs the NEC to amend the rules to give effect to the principle that branches shall elect a member or members to act as membership secretary(ies).

This DM further instructs the NEC to seek to ensure that branches receive lists of leavers and lapsers in time for the membership secretary to contact these members with a view to keeping them in membership;

Where there is no active branch the appropriate industrial council shall receive the lists and Council members shall share out contacting the members.

To enable membership secretaries to carry out their role, a brief online workshop should be developed to give guidance on approaching leavers and lapsers and challenging their objections.

**£ n/a** **Public Relations and Information Industrial Council**

Line 5: Delete “or unchallenged.”

**Netherlands**

*SOC recommends that the following motion is void for uncertainty of meaning – “Conspicuous” ? Define*

✓ **139** This DM notes that Life Membership has become much more difficult to obtain since Rule 2 (d) (iv) was changed in 2007 and that the requirement is now “after completing 40 years of continuous membership. Members with less than 40 years continuous membership because of caring responsibilities may be awarded life membership at the absolute discretion of the NEC.” DM believes this is restrictive and will prevent many members from meeting these requirements and thus being eligible for consideration for Life Membership.

DM recognises the cost implications of awarding life memberships, but calls on the NEC to acknowledge the service of members who have contributed significantly to the work of the union, but may not have acquired 40 years membership.

DM therefore instructs the NEC to amend the rules, with specific reference to Rule 2 (d) (iv), to give effect to the principle that members who have given conspicuous service to the NUJ and have at least 30 years total membership shall be eligible for consideration for Life Membership.

**Up to £435,000**

**Edinburgh & District**

✓ **140** This DM notes that an increasing number of members no longer have a single occupation that coincides with the union’s definitions. For example, some have a part-time editorial staff job while also performing a variety of freelance roles, perhaps in different industrial sectors.

As the NUJ requires members to register in one sector, e.g. Freelance or Broadcasting, this could lead to members not receiving all the information about union events and services which might be relevant to them.

This DM instructs the NEC to investigate how widespread this phenomenon is, and to consider implementing ways in which members can register all their relevant activities with the union in order to obtain the maximum benefit from their NUJ membership.

**£ negligible**

**Bristol**

*SOC recommends that the following amendment puts motion 139 in order.*

Line 16: delete “conspicuous”, insert “significant”.

**Edinburgh & District**

*SOC recommends that the following amendment does not put motion 139 in order*

Add at end: Estimated cost of awarding life membership to all members with 30 years total membership: in excess of £400,000.

**National Executive Council**

Line 5: insert:

“This DM notes that the NVJ, our dutch sister union, allows members to register in two sectors”

**Netherlands**

**Selected motion covering motion 142.**

**141** This DM notes a large percentage of government cuts are expected to be made to public sector communications staff and the Central Office of Information (COI) has already announced that it expects to lose 40% of its staff.

Public sector communications departments are no longer able to engage outside consultants, including PR agencies, designers and freelance journalists to support their work, unless special approval is given by the Deputy Prime Minister’s Office.

This means that there will be significantly less staff expected to cover a larger amount of work.

Local council budgets have also been slashed and it is expected that over the coming months, councils will announce that communications departments will be reduced to cover the deficit.

This DM agrees that the loss of such large numbers of communications staff could lead to information not being made available to the public and the loss of transparency and scrutiny of local councils and government activities.

Therefore, the DM instructs the NEC to:

- Launch a recruitment campaign aimed at recruiting people working in public sector communications.
- Provide support for members in the sector who are under threat.
- Promote the professional role of press officers and the value they bring to quality journalism.

**£1,000**

**Press & PR**

*SOC recommends that the following motion is out of order as no decision of conference is required – several related union linking agreements already exist and it is also void for uncertainty of meaning – please explain “related areas”?*

✓ **52** This DM recognises that the Union needs to recruit and retain members, and that journalism embraces many skills which are also utilised in overlapping areas such as Public Relations and Marketing; and that members may move from the media to related areas, may no longer be directly employed by media organisations, but may wish to retain their membership. Similarly those working in PR and Marketing who use journalistic skills may wish to join the NUJ.

This DM however recognises that other unions or representative bodies may have negotiating rights, but NUJ members may wish the Union to represent them for a variety of reasons (including specific professional issues).

<sup>13</sup> This DM therefore instructs the NEC to seek to negotiate relevant joint membership agreements with appropriate bodies/ unions covering PR and Marketing employment in the public, private and “not for profit” sectors.

**£ negligible**

**Press & PR**

Add at end:

“DM also instructs the NEC to further encourage joint membership where PRs and other journalism workers are employed in workplaces that have agreements with other unions but are also eligible to be NUJ members and instigate a general recruitment drive, highlighting the union movement’s work to help defend our members from UK government cuts in local government and other public sector budgets.”

**Wales Executive Council**

*SOC recommends that the following amendment puts motion 52 in order.*

Line 5: delete “media to related areas” and insert “traditional publishing and broadcast media to areas such as local and national government, education, the NHS, and other parts of the public sector, charities and consultancies”.

Line 13: after “to” insert “publicise existing joint agreements to members, branches and industrial councils; consult relevant industrial councils on how recruitment and such agreements may be extended; and”

**Press & PR**

# THE JOURNALIST AND ONLINE COMMUNICATIONS

✓ **143** This DM notes the importance of the Journalist magazine as a means of communicating to members of the union.

DM believes that the primary function of the union's journal is to promote the work of the NUJ in defending the rights of journalists, both industrially and by seeking to protect the right to freedom of expression.

DM recognises the vital role of the Editor of the Journalist in working with the General Secretary, Deputy General Secretary and officials of the union in carrying out the work of the union, as determined by Delegate Meetings and the NEC.

The current provisions of Rule 10 require the editor of the union's journal to be elected for a fixed period. DM believes that the Editor of the Journalist should be employed on the same basis as all officials of the union, except for the elected General Secretary and Deputy General Secretary.

<sup>17</sup> DM instructs the NEC to amend the rules to give effect to the principle that the editor of the union's journal shall no longer be an elected official of the union.

**£ negligible**

**Irish Executive Council**

✓ **144** This DM instructs the NEC to review the function and operation of the Journalist Editorial Advisory Board.

DM notes that as a body which is intended to reflect opinions and offer advice and suggestions to the Editor of The Journalist, the Editorial Board could conduct its business online rather than at regular meetings in Headland House.

Any review of the operation of the Journalist Editorial Advisory Board should include an examination of the feasibility of online meetings and use of telephone conferencing facilities.

**£ negligible**

**Irish Executive Council**

✓ **145** This Delegate Meeting congratulates London Freelance Branch on its 'cashback for interns' campaign based on work initiated by our sister union BECTU, and instructs the NEC to continue to give the campaign its full support.

<sup>6</sup> This DM regrets that London Freelance Branch felt obliged to pay for an advertisement in The Journalist to promote its activities regarding the cashback for interns campaign rather  
<sup>9</sup> than relying on the activities of members being regarded as newsworthy in their own right and accorded appropriate editorial coverage.

This DM encourages the Editor of The Journalist to re-evaluate the editorial approach to members, branches and chapels, and to accord greater coverage to the Union's lay membership.

**£ negligible**

**Freelance Industrial Council**

✓ **146** This DM welcomes the new design of The Journalist but encourages the editor to make a commitment to carrying even more news of members, branches and chapels to reinforce The Journalist's role as a members' publication.

**£0**

**Leeds**

Line 17 to end: delete all after "DM instructs the NEC to" insert: "investigate whether, in future, the position should be offered as a freelance contract."

**London Freelance**

Add at end, new paragraph

"DM instructs the NEC to investigate whether the editorship of the Journalist should be offered as a freelance contract in future"

**London Freelance**

Line 6: delete "felt obliged", insert "chose".

Line 9: delete from "activities" to end of motion, insert "editor's policy to provide free advertising space, wherever possible, to NUJ and other labour movement initiatives."

Add at end "This DM reminds all branches of their responsibility not to waste union money, in this case by unnecessarily paying a commission to the private marketing company that handles advertising in the publication."

"This DM reaffirms the editor's right to determine how newsworthy any event is and how much editorial coverage is appropriate, her right to set the magazine's features schedule, which is often finalised months before an edition is printed, and her right to decide whether to commission a particular news story or write it herself."

"This DM instructs the NEC to promote the cashback for interns campaign among the union's student membership and other student journalists, who are often among the most exploited workers in our profession."

**London Central**

**Selected motion covering motion 148.**

**147** This Delegate Meeting welcomes plans to rebuild the NUJ website and move to a new publishing system. DM hopes that a new website will improve services to members and help promote the union's issues to a wider audience.

DM instructs the NEC to ensure that the content of The Journalist is given prominence in the new website and to ensure that issues of editorial control of parts of the website are agreed in advance of the launch of the site.  
**£ negligible** National Executive Council

*SOC recommends that the following motion is void for uncertainty of meaning – second para – doesn't make sense, needs more clarity and incapable of implementation.*

**149** This DM notes with concern that some employers with which the NUJ has been in dispute or where on-going disagreements exist seek to use NUJ electronic distribution networks to publicise their own work or activities.  
The DM instructs the NEC to consider how to monitor information being disseminated via the NUJ website, email lists or other electronic means in order to avoid that offers of jobs or traineeships or other advertising or publicity from employers with whom an ongoing or recent dispute or disagreement exists are disseminated without consultation with branch(es) or chapel(s) involved in the relevant dispute or disagreement.  
**£ negligible** Brussels

Line 7: delete all after "website" insert:

"and to ensure that the Editor of The Journalist has editorial independence over Journalist branded content and content commissioned by The Journalist which appear on the NUJ website."

**Bristol**

Line 7: delete all after "website" and insert "ensuring the editorial independence of the editor of The Journalist over Journalist material on the website".

**Ethics Council**

*SOC recommends that the following amendment puts motion 149 in order.*

Line 2: insert comma after "dispute"

Line 3: insert comma after "exist"

Lines 5 to 7: delete "consider how to ...to avoid that" and insert "seek to ensure that, where NUJ Head Office has been notified of an official dispute or disagreement, any"

Line 10: delete "are disseminated" insert "should not be included on the NUJ website or NUJ email lists"

Line 11: delete "the relevant" insert "said"

**Brussels**

# LATE NOTICE MOTIONS

## SEE RULES 9(d)(iii)(A) and (B) and DM STANDING ORDER 6

Late notice motions shall be in the hands of the General Secretary not later than noon of the day prior to DM and shall not be considered by DM until the day following the latest time stipulated in the standing orders for the receipt of amendments. Late notice motions shall:

- relate to events that have occurred since the latest date for receipt of motions, or to the accounts;
- involve decisions which cannot be taken other than by a delegate meeting;
- have been considered at a meeting of the tabling body for which due notice was given as required by rule and be so certified by the tabling body.

**Amendments to late notice motions must be in the hands of SOC not later than three hours after the start of business on the first day of DM ie noon Friday 8 April 2011.**

## LNM 1

(Allocated to **Order Paper 13**, Media Freedom)

*SOC recommends that the following late notice motion is out of order being contrary to Rule 9(d)(iii)(B(1)).*

This Delegate Meeting notes that:

1. the stated purpose of the Defence Advisory Notice system is to "prevent inadvertent public disclosure of information that would compromise UK military and intelligence operations and methods, or put at risk the safety of those involved in such operations, or lead to attacks that would damage the critical national infrastructure and/or endanger lives."
2. the Defence, Press and Broadcasting Advisory Committee has finally given up its claim to be independent and now admits that it is "a joint government/media body that approves the standing DA notices and monitors their implementation."
3. for 99 years the DA-Notice system has subverted the media in Britain, and allowed senior civil servants in the Ministry of Defence to exercise prior restraint on what is published by persuading proprietors, editors and senior managers that their first duty lies in protecting the state rather than informing their readers, viewers and listeners.
4. on 26 November 2010 Air Vice-Marshall Vallance, the secretary of the DA Notice Committee, issued a "letter of advice to all UK editors" in which he asked them "to seek my advice before publishing or broadcasting any information drawn from these latest Wikileaks' disclosures which might be covered by the five standing DA notices."

This DM welcomes the release by Wikileaks of United States diplomatic cables and congratulates the The Guardian and its editorial staff for resisting the DA Notice and for demonstrating yet again that journalists are vital if raw information is to be made available to the public.

This DM believes that the DA Notice system is an insidious restraint on the freedom of the press in Britain, that the Wikileaks disclosures have exposed the futility of such a system, calls on all

NUJ branches in the United Kingdom to raise protests with local MPs and urges all members to refuse to accept instructions or advice emanating from the DA Notice committee particularly as they have no force in law.

Further, this DM instructs the National Executive to campaign through the TUC and the Labour and Liberal Democrat parties to seek the abolition of this nasty remnant of imperial power which should have no place in a open and democratic society.

**£1,000**

**London Freelance**

## LNM 2

(Allocated to **Order Paper 12**, Wages, payments and conditions)

DM notes that, following the collapse of the Irish government in February 2011, they have failed to honour solemn and repeated promises to legislate for the provision of full collective bargaining rights to Irish freelance journalists. These have been denied for many years by the actions of the Irish Competition Authority.

DM condemns this betrayal of a vulnerable group of workers which also includes actors, musicians and film production staff, especially in light of the fact that such rights are available in many other EU countries.

DM instructs the NEC to provide the necessary funding to enable the IEC to initiate a campaign aimed at persuading the incoming Irish government to fulfil the promises upon which its predecessor has reneged."

**£2,500**

**Irish Executive Council**

## LNM 3

(Allocated to **Order Paper 10**, Organisation)

DM notes that of 149 motions on the preliminary agenda, 52 come from national bodies, i.e. not from branches or chapels, and that only 31 branches submitted motions.

DM is concerned that many branches appear not to be active and instructs the NEC to take action to revive the branch structure, including tabling a motion or motions to the next DM.

**£ n/a**

**Portsmouth**

## LNM 4

(Allocated to **Order Paper 12**, Wages, payments and conditions)

DM notes that, with the dissolution of the Dáil on February 1st 2011, the outgoing government has failed to honour solemn and repeated promises to legislate, providing full collective bargaining rights to Irish freelance journalists. These have been denied for many years by a decision of the Irish Competition Authority.

DM condemns this betrayal of a vulnerable group of workers which also includes actors, musicians and film production staff, especially in light of the fact that such rights are available in many other EU countries.

DM resolves to instigate a campaign to persuade the incoming Irish government to fulfil promises upon which its predecessor has reneged. To that effect it instructs the NEC to provide the necessary funding and assistance to allow the IEC to campaign forcefully on this issue.

**£ see LNM2**

**Dublin P&PR**

## LNM 5

(Allocated to **Order Paper 11**, International)

This DM notes the widespread harassment of media personnel covering anti-government protests in Egypt and the censorship of communication networks by the Mubarak regime. Reporters and photographers have been beaten up, arrested, had equipment destroyed, and even been murdered, and media offices have been raided by police. Al Jazeera was closed down by the Egyptian government, and internet and mobile networks also suspended for several days at the height of the clashes. This has been accompanied by attempts by Egyptian state broadcasting to blame foreign journalists for inciting protest, and so implicitly encouraging intimidation.

DM therefore instructs the NEC to condemn in the strongest possible terms these attacks on the freedom of the press, and to reiterate the absolute right of media personnel to carry out their work without being subject to violence. It further instructs the NEC to contribute to and publicise any initiatives supporting journalists under attack in Egypt.

**£ negligible**

**Edinburgh & District**

## LNM 6

(Allocated to **Order Paper 13**, Media Freedom)

This Delegate Meeting condemns the Con-Dem government's Health and Social Care Bill, published on 19th January 2011, as a frontal attack on the fabric and functioning of our National Health Service in England, opening up a greater share of the £80 billion NHS commissioning budgets to grasping private providers.

But DM also notes that the Bill is also specifically an attack on press freedom, because it would scrap the Primary Care Trusts, Strategic Health Authorities and remaining NHS Trusts – all of which are public bodies, meeting publicly and publishing their papers to public and press – and replace them with GP consortia, an NHS Commissioning Board, and Foundation Trusts which have no such obligation.

Most if not all of these would meet in secret, and publish no Board papers: the Bill does not even require them to consult local people on changes, including cuts and closures.

DM therefore instructs the NEC to:

Circulate all branches and chapels with information on these and the many other reactionary aspects of a Bill that has rightly been opposed by the TUC, two thirds of GPs, professional bodies representing doctors and health staff, and almost every independent academic and think tank;

Raise the press freedom issue with the NUJ's Parliamentary Panel, and urge branches to lobby their MPs to ensure this restriction on the right to report and the right to know is challenged and opposed;

Support campaigns such as Keep Our NHS Public which have consistently opposed the Bill and its key components;

Seek to work with other TUC unions in helping to build activity at national and local level to challenge cuts and privatisation in the NHS.

**£1,000**

**Oxford and District**

## LNM 7

(Allocated to **Order Paper 15**, Health and Safety)

Given the events in Egypt in February 2011, which have seen the use of force against journalists become a feature of the actions of some elements involved in public order issues, and given the reported up-skilling of the policing authorities in riot control in Ireland in January 2011, amidst fears of social unrest, and following recent violent events and protests;

This Delegate Meeting notes that press photographers and video journalists met in Dublin recently to discuss concerns about working conditions and health and safety issues which pertain when covering public order issues. DM further notes that photographers raised concerns that there appeared to be, on occasions, a lack of training and awareness about and towards the press, by An Garda Síochana.

This DM instructs the NEC to work with officials to establish proper working relations with An Garda Síochana and other police forces with the objective of improving working conditions for members.

This DM supports the issuing of NUJ Guidelines for press photographers highlighting the rights and obligations of the photo journalist in doing their job in reporting public order disputes, and instructs the NEC to draw up and negotiate agreed guidelines with police forces in the various jurisdictions the union operates in.

**£2,000**

**Dublin P&PR**

# NOMINATIONS FOR OFFICE 2011

The names of nominating branches are given in italics after the names of nominees. Members who did not confirm acceptance of nomination by 9 February have been removed from the list of those to be elected. Elections, where necessary, will take place at Delegate Conference. 50-word statements, as supplied by nominees are printed as an aid to those voting. Where a body has fewer than the required number nominated, nominations will be called to fill the seat(s) at DM.

\*Denotes ballot required at DM.

## APPEALS TRIBUNAL

One vacancy

Eight members elected  
unopposed:

+**ABOUZEID, NAHED**, *BBC World Service*

+**BALES, Mitzi**, *Book, Oxford & District*

+**BARRETT, Eddie**, *Oxford & District, Press & PR*

+**COLTART, Ann**, *Book, Edinburgh & District, Oxford & District*

+**FROST, Chris**, *North West Lancashire*

+**MACKETH, Bill**, *Book, Oxford & District*

+**PIRANI, Simon**, *Oxford & District, Press & PR*

+**RAISS-TOUSI, Ali**, *BBC World Service*

## \*DISABLED MEMBERS' COUNCIL

(7 to be elected)

+**AULD, Mark**, *Edinburgh & District*

It's almost six years since I was diagnosed with the most common form of Multiple Sclerosis (MS). I remain active, but looking at every day issues and how they affect disabled people – especially with the slash and burn approach of this demolition Government – has become very important to me.

+**BROOKES, Stephen**, *Birmingham and Coventry, Manchester, Netherlands*

As a disabled trade union activist I know the DMC makes a difference.

Disabled members fight

- discrimination in employment opportunities

- barriers and abuse gaining independent living and support

- demeaning stereotypical attitudes in assessing skills and abilities

I want to continue the fight, and ask for your support.

+**COLTART, Ann**, *Press & PR*

Like many other members, Ann hopes DMC will amalgamate at some point with the Equality Council – which might adjust the gender balance somewhat.

+**GALPIN, Ann**, *Oxford & District*

Currently part-time and freelance, I have experience of hidden disabilities, mental ill health, inequality in employment opportunities, workplace bullying and the impact of negative work stress. With work stress on the rise in this time of cuts, and one-in-four people experiencing mental distress, these are issues relevant to all workers.

+**HARKNESS, Charles**, *Oxford & District, Press & PR*

Disability takes many forms, and may be invisible, but still attracts preconceptions and prejudices (particularly at work) – even when the issue is age related. So, at 60 plus, after a lifetime of illness (and union activity) I can offer the DMC a lot of experience.

+**JONES, Roger**, *Birmingham and Coventry*

Disabled people are among the keenest, most genuine and most dedicated that I know. Most – if they are able – give 100 per cent in whatever they do. However, despite their best intentions and efforts, some disabled people need help. That's what I am happy to give and would find worthwhile.

+**LEAK, Chris**, *East Yorkshire, Netherlands*

Elected to DMC last DM and attended every possible DMC meeting on a job-share basis. Care deeply about the way disadvantaged people are often exploited and also how

they are portrayed in some sections of the media. Want to continue what I have started for as long as possible.

+**THORNTON, Guy**, *Brussels, East Yorkshire, Netherlands, Portsmouth*

I was elected to DMC at the last ADM.

As someone who only became disabled in 2008 it's been an interesting learning process how the less abled are regarded and the provisions made for them. There's much work still to be done. Re-elect me to DMC to help achieve this.

## EQUALITY COUNCIL

No election necessary

Seven members elected  
unopposed:

+**BROADY, Rachel**, *Manchester*

+**COLTART, Ann**, *Book, Edinburgh & District, Glasgow, Oxford & District, Press & PR*

+**GERAGHTY, Nora**, *Dublin Newspapers*

+**KEEPING, Deborah**, *Glasgow*

+**MORAN, Rhetta**, *Manchester*

+**RAN, Mindy**, *Book, Netherlands, Press & PR*

+**SMITH, Debbie**, *Press & PR*

## \*JOURNALIST EDITORIAL ADVISORY BOARD

(7 to be elected)

+**BROPHY, John**, *Dublin Freelance*  
No statement received

+**CARSON, Gerry** *Belfast & District*  
No statement received

+**CHAPMAN, Simon**, *Bristol*

The Journalist Editorial Advisory Board should be there to support an inclusive publication

that has editorial independence, covering relevant issues, campaigns, and feedback on the union for all our members. I support The Journalist in developing a presence on the NUJ website in line with decisions of Delegate Meetings.

**+CONNOLLY, Kyran**, *Oxford & District*  
No statement received

**+CROUCH, David** *London Central*  
No statement received

**+DAVIES, Huw**, *Book*  
No statement received

**+GERAGHTY, Nora**, *Dublin Newspapers*

The redesigned Journalist must not just be readable but relevant; reflecting all aspects of the NUJ's work across all industrial and geographical sectors. As Editor of the Irish Journalist I would work with the Editor in a collegiate spirit, bringing, enthusiasm, fresh thinking and practical experience to JEAB.

**GOSLING, Mick**, *Press & PR*  
No statement received

**+GOSLING, Tony**, *Bristol*  
With the effective demise of the Press Gazette our union magazine is one of the only specialist publications in the industry. The Journalist must meet the needs and concerns of NUJ members rather than submit to the priorities of union officials so I will be ensuring the editor has full independence.

**+QUINLAN, Ronan**, *Bradford*  
No statement received

**+YOUETT, Chris**, *Birmingham and Coventry*  
No statement received

## **\*NUJ EXTRA** (5 to be elected)

**+BARTER, Miles**, *Press & PR*  
No statement received

**+BOWDER, Bill**, *London Central*  
No statement received

**+BROPHY, John**, *Dublin Freelance*  
No statement received

**+COLTART, Ann**, *Edinburgh & District, Glasgow*

Our charity's board has some really good members, but we always welcome fresh blood, so talk to trustees and use your vote wisely.

**+CONNOLLY, Kyran**, *Book*  
No statement received

**+HARKNESS, Charles**, *Press & PR*  
NUJ Extra helps members and their dependants in need (where possible). Decisions can be difficult, and we try to ensure members in Britain and the Irish Republic are treated equally, despite differences in benefits, currencies and costs; and I have enjoyed being a trustee for some years now.

**+SMITH, Debbie**, *Press & PR*  
During employment with the NUJ I administered the George Viner fund and developed an interest in all the NUJ charities. Now a lay member I would welcome the opportunity to take a more proactive role and stand for election as a trustee to this charity.

**+WHEAL, Chris**, *Birmingham and Coventry, Oxford & District*  
As chair, I have overseen our investments bounce back while our grants have increased. I will push for more generous help wherever possible, while maintaining a cautious approach to investment. And we need to be inventive in how we help people, not just with cash.

## **\*PENSIONERS' COMMITTEE/PENSIONERS' PARLIAMENT** (6 to be elected)

**+BRODBIN, Mary**, *London Central*  
Formerly on Express Newspapers' chapel committee. Now involved in NUJ 60+ and Islington Pensioners' Forum, where it was unanimously agreed to support the present students' struggle and to take our banner to anti-cuts demos or picket lines such as the recent BBC strike. It's time pensioners 'hijacked' the fightback!

**+COLTART, Ann**, *Book, Edinburgh & District, Glasgow*

Our older members are as active as our young recruits, often more so, and they can get very passionate about trade unionism, politics and society. Talk to the nominees and use your vote.

**+FLATT, Jane**, *Norfolk*  
No statement received

**+FOOT, Monica**, *Press & PR*  
As oldies become one of the Coalition's prime targets for cuts, I wish to continue with the work of the Pensioners' Committee in coordinating resistance and broadening the fight to all groups. The recent, successful, BBC strike showed that pensions can be a unifying issue. Please vote for me.

**+HARKNESS, Charles**, *Press & PR*  
"Sixty Plus" is not just about pensions or pensioners. Many (perhaps most) have to carry on working, despite age related problems; ageism is as common as racism and sexism; and the cuts hit everyone. So there's work to be done which I want to do; and experience counts.

**+HEALY, Pat**, *Book*

Pat Healy chairs the NUJ pensioners committee and its work on developing NUJ 60+. She has been Vice-President of the National Pensioners Convention since 2005; chairs its health working party; and is the UK health expert at AGE, the European umbrella group of pensioners' organisations. She would like to continue.

**+KEY, Phil**, *Merseyside*

Aged 66, a member of the NUJ since the early 1960s, former arts editor and FOC of the Liverpool Daily Post & Echo, now semi-retired. Will defend current pensioners.

**+LEAK, Chris**, *East Yorkshire*

Elected to DMC last DM and also have a deep interest in advancing the cause of the 60+ group. I believe the NUJ should help them to articulate their problems and their grievances as well as forcefully pressing for social change and a better deal for the more mature.

**MCINTYRE, Peter**, *Oxford & District*  
No statement received

**+NORRIS, Pauline**, *Book, Netherlands, Portsmouth*

Pensions and pensioners' rights are being attacked on all fronts by the coalition Government. Please give me the opportunity of continuing to defend the baby boomers! 42 years NUJ membership (Member of Honour since 2003), Standing Orders Committee member and grass roots background.

**+O, John**, *Birmingham and Coventry*  
No statement received

## \*PROFESSIONAL TRAINING COMMITTEE

(6 to be elected)

**+BAINES, David**, *Newcastle*

Leader of Newcastle University's MA Journalism programmes; NUJ Gold Badge member; ex-newspaper journalist. Through the Association for Journalism Education I am helping to develop new directions in professional education. I have supported NUJ Training for many years, am a MediaWise trustee and board member of the Institute for Communication Ethics.

**+FOLEY, Michael**, *Dublin*

No statement received

**+FROST, Chris**, *Manchester, Merseyside, North West Lancashire*

I have been involved in journalism training since 1984 and have represented the NUJ on the NCTJ and BJTC. After 20 years in newspapers, I now work as a journalism lecturer. I'm a former chair of the Association of Journalism Educators and have written extensively about journalism education including several journalism textbooks.

**+HAMMOND, Jane**, *Press & PR*

No statement received

**+HARCUP, Tony**, *Leeds, Oxford & District*

I teach on university journalism courses accredited by the NCTJ, BJTC and PTC, and I have served several terms on 'Profcom'. If re-elected I will do my best to help raise the profile of the union within journalism training and among student journalists.

**+MACGIOLLA BHAIN, Phil**, *Dublin Freelance*

No statement received

**+NORRIS, Robert**, *Netherlands, Portsmouth*

Training is too vital to be left to employers, who often only pay lip service to it. The Union's input is important and I want to continue to play my part on the Professional Training Committee.

**+PEASEY, Diana**, *Nottingham*

I'm committed to training. I have served on Profcom for four years. I have strong links with the journalism students at Nottingham Trent University and have backed the setting up of the Journalism Society there. I've chaired the Nottingham NUJ branch for thirteen years and I'm an ex BBC staffer.

**+WHEAL, Chris**, *Birmingham and Coventry, Glasgow, Oxford & District, Press & PR*

We must:

Bring training in new technologies into every

newsroom

Bring journalism training, ethics and standards to where it is missing in the new media

Ensure students get the best multi-media training and unpaid internships are a thing of the past

Have a single accreditation body.

## \*STANDING ORDERS COMMITTEE

(5 to be elected)

**+ALLAN, Charley**, *London Central*

Having spent two years as the Morning Star's chiefs sub, I'm used to cutting through political jargon, and my mathematics degree helps when I'm faced with false logic. I've served as FoC, clerk and treasurer of my chapel and been branch secretary since March 2010. Vote for me – a grassroots activist!

**+HARKNESS, Charles**, *Oxford & District, Press & PR*

As Joint Chair of SOC, and previously Vice Chair, I try to ensure members get full and fair debates at our Delegate Meetings by staying impartial. SOC is there to help you, and go by the Rules. If we don't, don't vote for us.

**+HEALY, Pat**, *Oxford & District, Press & PR*

Pat Healy was elected to SOC shortly after losing her job on The Times for refusing to go to Wapping. She has a long record of NUJ activism including chairing the Ethics and Equality Councils, and was made a Member of Honour in 2001. She seeks re-election to SOC.

**+LISTER, John**, *Oxford & District, Press & PR*

After 35 years in the NUJ and now more than 10 years as an SOC member, I am beginning to understand the way things ought to be done. As a socialist and a branch activist at heart, I'm proud to keep SOC staunchly independent to ensure a democratic conference."

**+MACLEOD, Rory**, *Glasgow, Oxford & District*

No statement received

**+NORRIS, Pauline**, *East Yorkshire, Netherlands, Oxford & District, Portsmouth, Press & PR*

The Delegate Meeting is the NUJ's sovereign body, making decisions that shape our Union. SOC must remain DM's servant allowing full and fair debate on all the agenda. I'm proud to help defend that. Grass roots background, long SOC experience, Sudoku and crossword addiction, and, hopefully, good humour help.

## \*TUC DELEGATION

(3 to be elected)

**+DELONG, Donnacha**, *London Central*

I have been part of the NUJ's delegation on the last three occasions and have had the opportunity to present the NUJ's issues to the broader trade union movement. TUC Congress can be daunting and a mix of experienced and new delegates is always a good idea.

**+GIBSON, Alan**, *Press & PR*

Chair of London Magazine Branch, committee member RBI. If elected, as well as championing the NUJ's policies, I will join with other delegates to put pressure on the TUC to do much more to lead resistance to the government's spending cuts and to attacks on workers' living standards.

**+HALPIN, Anita**, *Book, Oxford & District, Press & PR*

At last the TUC is beginning to plan and co-ordinate action across all unions against this Conservative-led, EU-directed, non-elected government. Our union is playing a significant role in the growing fightback and we need to field the strongest possible TUC delegation to take the struggles forward.

**+MURRAY, Peter**, *Glasgow, Oxford & District*

As a member of the NUJ delegation to Congress in 2010, I addressed conference on photographers' rights, on the campaign to protect BBC pensions and deputised for our General Secretary at a high-profile fringe meeting. I would relish the opportunity to repeat a successful record of work at the TUC.

**+PEEL, David**, *Norfolk*

No statement received

**+VAUGHAN, Simon**, *BBC London*

No statement received

**+WHITE, Barry, *Book, Press & PR***

Building a wide coalition against public services cuts and defending trade union rights against further attacks by the government are key priorities at this year's TUC. With others on our delegation, I will also work to make sure our voice is also heard on defending good quality journalism.

**\*WOMEN'S TUC  
DELEGATION**

**(5 to be elected)**

**+ANDERSON, Vicky, *Merseyside***

No statement received

**+BROADY, Rachel, *Manchester***

Rachel Broady, a long-standing NUJ member, was MoC at the Manchester Evening News and Reporter Group of Newspapers. Previously elected to the Disabled Members Council, she is a member of Manchester Branch committee currently joint Equality Officer. She is an experienced national and regional reporter and teaches at Manchester Metropolitan University.

**+BRODBIN, Mary, *London Central***

The TUC warns women will be hardest hit by the cuts. Formerly on Express Newspapers chapel committee, now involved in NUJ 60+ and Equality Officer in London Central Branch, I want to be involved at every level in the fightback – supporting local campaigns and pushing the TUC to take action.

**+COLTART, Ann, *Book, Edinburgh & District, Oxford & District, Press & PR***

Ann has attended this annual conference many times and is happy to give way to new delegates. Take your pick. If you want speak to Ann, she is available on 07854099242.

**+JONES, Sian, *Press & PR***

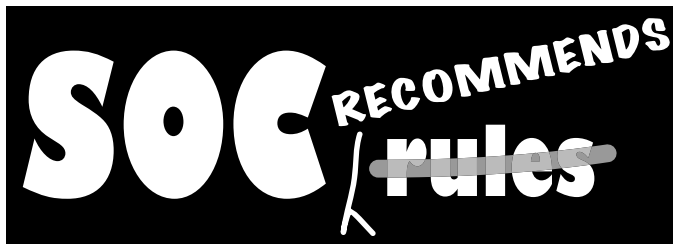
Having become an active member over the past four years, I'd like the opportunity to represent the NUJ at TUC Women's Conference for the first time. I think it's vital that women have a strong voice in the workplace and within the union structure and will not shy away from difficult gender debates.

**+NEYSMITH, Elettra, *BBC World Service***

No statement received

**+RASBASH, Cath, *Book***

It's great that so many members are keen to represent the NUJ at TUC Women's Conference. I have had the honour of serving on our delegation for several years and would like to continue to bring my experience to bear, ideally together with a mix of regulars and new blood.



**FIVE Standing Orders Committee (SOC) members are elected by the Delegate Meeting (DM) each year. They are joined by two members appointed by the National Executive Council (NEC). SOC exists to ensure full and fair debate at DM within the union's rules and DM's standing orders. SOC advises on procedure and ensures DM debates each subject only once and that its decisions are capable of being implemented. It does not rule on which motion shall be discussed, that is for conference to decide, but it does recommend motions it feels breach the rules or standing orders and should not be discussed. If you are unsure about any matter to do with DM business, please contact a member of SOC. See below for contact numbers.**

Contact numbers and email addresses are as follows:

Joint Chair

Charles Harkness 07745 127814 or donaldharkness@btinternet.com

Joint Chair

John Lister: 07774 264112 or john.lister@virgin.net

Pat Healy

020 8968 5392 or pathealy23@btinternet.com

Pauline Norris

01243 670754 or mediapack@btinternet.com

Andy Smith

01322 445551 or andy@nujbook.org

Barry White

07774 607419 or freepress@cpbf.org.uk

DM can be confusing for first-timers. Standing Orders Committee offers guidance and advice ...

## **Making your contribution**

DM is chaired by the union's President from the top table. To his or her left will be a member of SOC. Each delegate is allocated a place in the hall – please don't change seats.

At each side of the platform there will be a microphone. As you face the platform, the left-hand rostrum is for movers, seconders and supporters of motions. The right-hand rostrum is for speakers against motions, movers of amendments, seconders of amendments and supporters of amendments. Those opposing amendments should use the left-hand rostrum. Please use the proper side. If you don't, the President may end the debate early, thinking that there are only speakers for one side of the debate.

If you wish to speak in a debate, get in your queue to speak in good time. You may have written a speech in full but even if you go on the spur of the moment it is worth jotting down a note or two to ensure you make your points. Check that the people in front of you are waiting to speak on that motion/amendment, they may have other business. When you get the green light and start speaking, please give your name and branch first. A correct introduction is "Smith, Anywhere branch. President, colleagues ..." and don't speak too close to the microphone!

## **Time's Up!**

Time limits for speakers are set out in the order paper. Usually movers and first opposition speakers have longer than others. A green light on the rostrum means you can speak. An amber light indicates you have almost exhausted your time and a red light means you should finish. You can ask conference for an extension but be prepared to be disappointed – it's their decision.

## **Voting – By hand and the ballot box**

Voting is normally by a show of delegate credentials. The President has an excellent view and is in the best position to decide how the vote went. If you believe

he or she has got it wrong you can call for scrutineers. A President will sometimes call for scrutineers if the vote is very close.

The hall doors will be shut and the vote will be taken again, this time with scrutineers at strategic points around the hall counting each delegate credential on display. Such counts delay business, so they should not be called for lightly. If you feel a debate is pointless, you can call for “next business” if your branch has not spoken. You can also ask for the “question to be put” if you feel the debate is repetitive by calling out “vote”. It’s often quicker to let the debate finish in the normal way.

Ballot papers for DM elected positions are issued at the appropriate time on production of your delegate credential. Listen to announcements from the platform about when to collect ballot papers and when to vote!

If you lose your credential see the Administration office to get it replaced. You will need proof of identity.

## Urgent stuff

If a matter you think is important comes up after the close of motions, you can table a Late Notice Motion or even an Emergency Motion. Neither can be used to change the rules.

Late Notice Motions, which must have been agreed by a quorate meeting of your tabling body, must be with the General Secretary by noon of the day before DM. They must be things only DM can decide about, the annual accounts, or matters that have happened since the last date for receipt of motions.

Emergency Motions can be submitted at any time during DM but they must concern grave and urgent matters affecting the union and requiring immediate action which can only be authorised by DM and be proposed by at least five tabling bodies. SOC can advise.

## Jargon

**Addendum:** An addition to a motion that does not change the main text and is voted on separately.

**Amendment:** A change to a motion that is voted on separately. This must not contradict the main thrust of the motion although it can alter it substantially. The amendment is voted on before the main motion is put as amended.

**Composite:** An amalgam of two or more motions and their amendments which are trying to cover the same topic.

**Delegate:** A member sent by a tabling body to speak on its behalf and report back on what happens.

**Motion:** A request for DM to decide union policy on a matter, change the rules or call on some section of the union to take the action required.

**Nem Con:** A Latin phrase meaning nobody voted against the motion although not everyone voted for it (see unanimous).

**Order Paper:** Detailed agenda.

**Point of Order:** Can be made at any time other than during a vote. Used to draw the chair’s attention to an alleged breach of the standing orders.

**Point of Information:** Used sometimes by a delegate to seek an expansion of a speech. Not proper procedure. You should go to the rostrum, make the point that the mover’s speech was unclear, and ask him/her to clear up the matter in their reply.

**Recommendation:** SOC gives its opinion on the validity of motions.

**Reference Back:** Asking for a report or order paper presented to conference to be “referred back” to the body that prepared it for reconsideration.

**Right of Reply:** Movers of motions (not amendments) have the right to reply to the speeches made. This is a chance to answer questions raised or respond to opposition claims. You must not introduce new matter.

**SOC:** Standing Orders Committee

**Seriatim:** “Item by item”. A vote on a long motion which is taken in sections.

**Scrutineers:** Elected at the beginning of conference to count ballots and votes.

**Standing Orders:** The agreed rules/procedures used to organise the debates, which the President, delegates and other speakers are expected to follow.

**Tabling Body:** Anybody entitled to send delegates to conference (see rule book for a full list).

**Void for Uncertainty of Meaning:** When SOC deems the motion is meaningless or capable of more than one interpretation.

**Widely New Matter:** An amendment which introduces material which goes much further than the original motion or, occasionally, adds too much detail.

**Unanimous:** Everyone votes the same way.

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