

PRELIMINARY AGENDA

Rule 9(d)(ii) provides that motions appearing in the preliminary agenda shall lapse and shall not appear in the Final Agenda, unless confirmed by the tabling body by the last date for the submission of amendments, or unless they are chosen by SOC as selected motions, or are the subject of amendments tabled.

Last date for receipt of amendments and confirmation of motions is 1pm on 23 September 2009

Put the number of the relevant motion on any amendment or confirmation that you send in.

DO NOT submit the entire motion as amended. If you are unsure how to submit an amendment correctly, consult the notes at the back of this agenda.

All motions include details of the cost of implementation as a footnote under the motion.

Jeremy Dear
GENERAL SECRETARY

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. These are marked #. 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.**

Tabling bodies are reminded that under Rule 9(d)(ii), if their provisional motions are to be included in the final agenda they must be confirmed by 23 September 2009.

Tabling bodies are asked to examine the agenda carefully before confirming their motions and where these are covered by a **selected motion**, to submit an amendment to the selected motion to achieve their purpose. Selected motions are automatically confirmed and tabling bodies which choose to amend a selected motion should not then also confirm their motion under that section heading.

Tabling bodies are reminded of **Rule 26(c)** which precludes the amendment of rules by an amendment to a motion not itself an instruction

to amend the rule. Such motions may not be amended to achieve a rule change. As this ADM is not a rule-changing conference, all motions requesting a rule change are subject to a recommendation as to urgency.

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 is in the possession of SOC at the relevant time. SOC's recommendations to ADM will be made in the light of representations made to the committee up to the time of presentation of the order paper on which the motion concerned is included. In accordance with the undertaking given by SOC at the 1978 conference the committee has listed the motions on the preliminary agenda in the order in which the committee hopes to take them at ADM.

NB Motions which SOC considers, at the time of this agenda, require two-thirds majority are marked in the preliminary agenda with *.

Pauline Norris, Chair
Standing Orders Committee
July 2009

PROPOSED STANDING ORDERS FOR ANNUAL 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 ADM shall, subject to appeal to ADM 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 ADM.
- 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 S014.
- 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 ADM 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 ADM. Any delegate may request a member of the minority on the NEC to speak in the debate on that motion.
- 21.** ADM 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 ADM 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.

The proposed standing orders may be amended by way of an amendment from a tabling body in the final agenda

If you need advice on how to amend a motion recommended out of order get in touch with an SOC member. Contact details are on the back cover.

ADM MATTERS

Selected motion covering motions 2, 3a, 3, 4, 5 and 6. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

SOC recommends that this motion is subject to recommendation as to urgency.

1 This ADM instructs the NEC as a matter of urgency to amend the rules to give effect to the principle that a delegate meeting of up to 3 days duration shall be held at least every 18 months.
Saving £67,000 pa **National Executive Council**

SOC recommends that the following motion is out of order being contrary to Rule 26. ADM must instruct the NEC to change the rules. SOC also recommends that the following motion is void for uncertainty of meaning – change the rule this year?

2 This ADM believes that it is vital for the NUJ to have ADMs that are well attended and properly resourced, at which a truly representative body of journalists congregate to consider issues that are of import to us in our work and as citizens. This ADM notes that increasing the period between this ADM and the last one – 18 months ago – has not had an adverse effect on the decision making or running of the NUJ. This ADM further notes that ADMs take up a significant amount of the NUJ's resources – between £150,000 and £200,000 for each meeting, as well as a huge amount of activists' and officials' time. This ADM believes that having fewer ADMs could actually make the NUJ more democratic by allowing more members to consider attending – particularly working journalists. This ADM further notes that in the current economic climate the NUJ's finances are being seriously squeezed. This ADM therefore resolves that the NEC should, as a matter of urgency (on account of the pressing financial situation), bring forward a rule change to allow for the NUJ's main delegate meeting to be held every other year – or more frequently should circumstances require it and/or finances allow.
Cost: n/a **Suffolk**

Please note that due to an administrative error this motion, received before the deadline for close of motions, was included at a late stage of the printing process.

3(a) This ADM believes that a regular meeting of delegates on a face-to-face basis plays a vital role in the democratic well-being of the union. However, it also believes that the rising costs involved in holding delegate meetings, coupled with the growth in opportunities for contact with and between members through email groups and other forms of electronic communication, make it both inadvisable and unnecessary to hold such meetings annually.

This ADM therefore instructs the NEC as a matter of urgency to amend the rules to give effect to the principle that delegate meetings should be held on a biennial basis (once every two years), following a timetable linked to the election of the NEC and other councils.

At the same time, ADM urges all branches, councils and other bodies in the union to review their use of electronic communications, in order to ensure that they are making the best possible use of these in keeping members abreast of union activities, and allowing them to debate issues fully between branch and delegate meetings.

Freelance Industrial Council

SOC recommends that the following motion is out of order being contrary to Rule 26. ADM must instruct the NEC to change the rules.

3 This ADM instructs the NEC to change the frequency of the ADM from Annual to Biennial. A change from yearly to two yearly will reflect the modernisation of internal and external union communications and will assist the financial condition of the union.

Saving: £100,000 pa **Northern Ireland Broadcasting**

SOC recommends that the following motion is void for uncertainty of meaning – when to bring forward rule change motion?

4 This ADM instructs the NEC to bring forward a rule changing motion to establish the principle that a Delegate Meeting be held at least biennially.

ADM notes the current financial crisis within the NUJ and agrees the practice of Annual Delegate Meetings is neither practicable nor necessary.

Cost: n/a **Irish Executive Council**

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no decision of ADM required and is also out of order being contrary to Rule 26 – changes to councils require a rule change.

5 This ADM confirms it believes that all delegate meetings should take place annually. However, it notes that the union's cash flow shortfalls are making this difficult.

Therefore ADM resolves to either, make all delegate meetings bi-annual or, to suspend all industrial councils bar those representing Scottish and Irish members for the next 24 months – and to use those financial savings to fund future ADMs.

Birmingham and Coventry

6 This ADM instructs the NEC to ensure that the next ADM is held during 2010.

Cost: £200,000 **Press and PR**

SOC recommends that this motion is subject to recommendation as to urgency.

7 ADM recognises that the union's industrial and democratic organisation has changed to respond to changes in the industry and new attacks from employers.

ADM welcomes the growth and vigour of group chapels as representing a direct link between the NUJ's rank and file members and the wider union.

ADM strongly encourages members and officials working in sectors not so far organised with group chapels actively to find ways of doing so.

This ADM notes with pleasure the growing strength of group chapels in preparing for and taking industrial action, particularly in being able to increase liaison in opposition to secondary picketing legislation that has been disproportionately strengthened in the employers' favour by technology.

This ADM also notes that group chapels are likely to become even more important should legislation be enacted within the period before the next delegate meeting which would relax media ownership regulations and further concentrate control of broadcasting and regional and national newspaper titles in England, Scotland, Wales and Northern Ireland and similarly consolidate ownership in the Republic of Ireland and – potentially – across Europe too.

ADM instructs the NEC to amend the rules as a matter of urgency to give effect to the principle that group chapels shall be represented at ADMs and SDMs, with the same tabling, speaking and voting rights as branches, except that Group Chapel delegates may not vote in elections for ADM-elected bodies.

ADM further instructs the NEC to allow proposed model Standing Orders for group chapels in order that each group chapel may elect a single delegate as part of its business preceding any ADM or SDM.

Cost: £5,000 pa

National Executive Council

SOC recommends that the following motion is not a valid motion as no motion is necessary to achieve this aim. Ask SOC how to do this by challenging first order paper.

8 This ADM believes that the jobs crisis and the NUJ's reaction to it are so important, that ADM should suspend standing orders to discuss how the union should campaign to protect jobs and the future of journalism.

Cost: n/a

Merseyside

SOC recommends that the following motion is out of order, incapable of implementation and void for uncertainty of meaning.

9 This ADM believes that too often ADM does not get the time to discuss important business properly because time is devoted to other matters that are of less importance to the majority of members.

ADM believes that in future tabling bodies should not only have a say in motions, but should also identify the areas of business they consider to be important.

ADM therefore instructs SOC that it should identify themes in motions from tabling bodies to future ADMs and, with the preliminary agenda, circulate to tabling bodies a list of such themes, seeking views on their relative importance. SOC should then structure business of future ADMs to reflect the views expressed in that poll to ensure that more time, earlier in the conference, is allocated to those issues that are seen by tabling bodies as being the most important to discuss.

Cost: n/a

Merseyside

MEDIA FREEDOM

#10 This ADM congratulates the Press Council of Ireland and the Press Ombudsman on the publication of the first annual report of the PCI and commends the work of the Council and Ombudsman as an example of effective non-statutory regulation.

The repeal of the draconian libel law and the legal recognition given to the Press Council and the Office of Press Ombudsman in the Defamation Act represent a major achievement for the NUJ and for all who have campaigned for legal reform of the defamation laws in the Republic of Ireland.

The action of the Minister for Justice, Equality and Law Reform in inserting an amendment to the Act making provision for a new law of blasphemy was a retrograde step. Throughout the consultative process engaged in by the Department of Justice, Equality and Law Reform the necessity of such an amendment had not been raised and the last minute introduction of the amendment undermined the Act.

This ADM applauds the public statement issued by the NUJ in opposition to the blasphemy law and instructs the NEC and IEC to campaign for a repeal of this repressive provision.

Cost £1,000

Irish Executive Council

#11 Whilst adhering to the principle that a person is innocent until proven guilty this ADM expresses concern that privacy-related policies in some EU countries prevent or deter identification of adult defendants appearing in court, posing a threat to press freedom and causing severe difficulties for journalists.

ADM instructs the NEC to talk and liaise with journalists' trade unions and federations in Europe, and elsewhere, where appropriate, to pursue these issues.

Cost: n/a

Netherlands

12 This ADM condemns Kent police's seizure, without a warrant, of a UK Indymedia server in Manchester on January 22, 2009, and the ongoing failure to return it to the owner.

This ADM recognises the inherent value of open news publishing on the Internet, particularly UK Indymedia and its collectively organised sister sites all over the world.

ADM welcomes efforts by the New Media Industrial Council to work with the London Indymedia collective to create better links between the union and those working for the site, who include NUJ members.

This ADM calls for better legal safeguards for all online content and instructs the NEC to provide appropriate support to Indymedia through our members working with the site.

Cost £1,000

London Central

also received from New Media Industrial Council

#13 ADM deplores the decision of the British Chiropractic Association to pursue a libel suit against Simon Singh over a piece published in the Guardian challenging the evidence behind claims that chiropractic is effective against conditions such as asthma.

ADM believes that it is inappropriate to use the English libel laws to silence critical discussion of medical practice and scientific evidence.

ADM gives its full backing to the Keep Libel Laws out of Science campaign, spearheaded by the charitable trust Sense About Science, and instructs the NEC to circulate information about this campaign and encourage members to show their support by signing the online statement (www.senseaboutscience.org.uk).

Cost: n/a

Oxford and District

FUTURE OF THE MEDIA

Selected motion covering motions 15 and 16. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

#14 This ADM condemns successive rounds of job and budget cuts across media companies. This meeting in particular condemns the cuts in ITV and in local and regional newspapers/websites which have further eroded the ability of journalists to properly serve their local communities.

Such cuts not only damage quality but are a false economy – losing readers and viewers – and ultimately advertisers – as overworked staff are forced to cut corners and compromise on the range and depth of coverage.

For journalists the cuts not only mean a loss of jobs but longer hours, increased workloads and a rising incidence of stress and bullying. For freelance journalists the cuts mean less work and lower rates.

This ADM applauds those members/chapels who have actively resisted such cuts and welcomes the successes achieved – fewer redundancies, fewer compulsory cuts, improved terms and new pay deals – as a result of collective action. In particular ADM welcomes the magnificent campaigns waged by staff and freelance members at Newsquest titles in Glasgow and York, at the Daily Record/Sunday Mail at the Yorkshire Post/Evening Post and other workplaces. ADM welcomes the active support of the NUJ's Parliamentary Group and politicians in Scotland, Ireland and Wales for our campaigns.

This ADM believes the excessive profiteering and poor management – in some cases demanding returns of up to 40% and pushing the companies into significant debt – have left companies unable to cope with the current advertising downturn or structural changes happening in the industry. This ADM condemns the policy of making staff pay for such management failures and executive rewards through widespread redundancies and pay freezes. ADM believes the NUJ should resist redundancies at profitable media companies as well as fighting all compulsory redundancies.

This ADM registers its anger that such a situation is taking place whilst titles and companies remain profitable and executive pay continues to rise at a significantly faster rate than journalists' pay.

This ADM therefore instructs the NEC to launch a high-profile, active campaign to secure the future of quality content in our media.

Such a campaign should include:

- A co-ordinated industrial response to compulsory redundancies and job cuts/office closures which damage quality, significantly increase workloads and/or threaten the health and welfare of our members including the maximum level of co-ordinated industrial action across employers.
- A series of protests and activities around key company and industry events, company AGMs, events organised by employers organisations.
- Exposing shareholder and management greed and/or incompetence
- Lobbying MPs, MSPs, AMs, MLAs, TDs and local councils and other political institutions. Organising a lobby of the UK Parliament.
- Using legal challenges and health and safety law to tackle job cuts, workload issues and stress.
- Building community-based campaigns alongside trades union councils, community and local business organisations
- Organising a series of regional rallies to build towards a union-wide day of action in defence of quality media to take place in 2010.
- Triggering a public debate about media ownership and regulation and alternative business models, including support for community, local and regional media start-ups.

As employers increasingly demonstrate their failure to build and maintain successful and sustainable local media it is left to the NUJ to defend journalists and journalism throughout the UK.

This ADM therefore instructs the NEC to:

- Make building membership and stronger union organisation a central part of the campaign for quality media.
 - Develop greater links between staff and freelances as an essential part of both protecting freelance pay/rates and protecting staff pay and jobs.
- This ADM further instructs the NEC to:
- Ensure such a campaign is the key union priority
 - Provide active support to reps, chapels and group chapels to engage the maximum numbers of members in the campaign
 - Seek to ensure key information about company results/finances is readily accessible
 - Secure a high profile/publicity for the campaign focusing around key industry events/announcements and union activities
 - Ensure that co-ordination of the campaign at national level is carried out with politicians and union and community/campaigning organisations
 - Produce targeted material including special leaflets, briefings, placards, posters etc to take the message to local communities, the public, members and prospective members. Use the website and other new media to spread the campaign messages.
 - Co-ordinate our campaign with BECTU, Unite and other affected unions

This ADM believes the cuts we are facing are part of a wider jobs crisis affecting all industries as working people are made to pay the price for the economic crisis. This ADM therefore calls for: NUJ representatives at national and regional levels of the TUC, STUC, WTUC and ICTU to lobby for the TUC/ICTU to lead major national demonstrations against job cuts.

Cost: n/a

National Executive Council

SOC recommends that the following motion is void for uncertainty of meaning – our print?

#15 This ADM instructs the NEC to plan and co-ordinate a publicity campaign aimed at Johnston Press's major shareholders and directors highlighting the damage which current cost cutting measures are having on the future sustainability of the business

This ADM believes that by reducing editorial and staff (and those in related departments such as IT, page planning and marketing) the company has massively increased the workload of the remaining editorial employees, making it impossible to maintain or build upon the quality of our print and online products.

This ADM believes that this can only lead to further losses in readership and advertising, creating a vicious circle which will ultimately lead to the failure of the business.

Cost: £1,000

South Yorkshire

SOC recommends that the following motion is void for uncertainty of meaning – standing committee? What will it do, how will it be selected etc?

16 This ADM instructs the NEC to seek to establish a standing committee involving representation from the wider Trade Union movement, academia, government and other bodies as decided by the NEC, in an effort to widen the campaign to preserve and develop the media in Britain.

Cost: n/a

Glasgow

17 This ADM welcomes the publication of the Report of the Advisory Group on Media Mergers established by the Minister for Enterprise, Trade and Employment in the Republic of Ireland.

This ADM notes that at regional and national level employment in the newspaper, magazine and broadcasting sectors has been devastated. The failure of both the Competition Authority and the Broadcasting Commission of Ireland to effectively regulate ownership, including cross-ownership; the policy of the Fianna Fáil and Green Parties in relation to national broadcasting and the primacy of market share over editorial content have combined with economic circumstances to undermine employment and inhibited public interest journalism. The closure in June 2009 of Foinse, the only Irish language weekly newspaper in Ireland, was a blow to media diversity.

This ADM instructs the NEC to work with the Irish Executive Council on an accelerated campaign for the establishment of a Forum on the future of the media in the Republic of Ireland which would bring forward proposals for a coherent State policy on media ownership and control, with particular reference to employment and the need to protect public service values in the broadcasting sector.

Cost: £1,000

Irish Executive Council

Selected motion covering motions 19, 20, 21, 22, 23, and 24. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

18 This ADM notes the destruction that has been wrought in the regional and local newspaper industry by the presence of a few over-dominating media companies. The consolidation in the industry has brought unsustainable debt, profiteering and bloated executive salaries at the expense of thousands of journalists' jobs, excessive and unhealthy workloads, worse terms and conditions – and a driving down of editorial quality.

This ADM believes that the root cause is the ownership structure which governments have been reluctant to reform. Therefore this ADM instructs the NEC as a matter of urgency to commission a report into alternative models of newspaper and website ownership away from the predominantly profit-first mentality of media plcs in the UK and Ireland to exploring the use of public funds to aid start-up businesses and sustain community-benefiting but loss-making newspapers. Further, this research will be used as the basis for a thoroughgoing lobby of politicians, government and business to set the public agenda for newspapers and website ownership. Where titles are proposed for closure, the NEC is instructed to seek to find potential buyers to maintain publishing and to campaign vigorously for their retention where viable alternatives are identified

Cost: £5,000

Birmingham and Coventry

SOC recommends that the following motion is void for uncertainty of meaning – fifth bullet point after "journalism".

#19 This ADM believes the economic model practised by media employers over recent years – a sub-prime media market – is dead. It is scoops, quality editorial content, strong images and an engaged readership which will see media survive and flourish not retrenchment and soaring executive pay.

This ADM further believes that light touch media regulation and the weakening of media ownership laws has led to an unhealthy consolidation of media ownership. Many media owners continue to show they have no coherent strategy that can secure a viable future for media in print, broadcast or online.

This ADM welcomes the NUJ's submission to the Culture, Media, Sport Select Committee investigation into the future of local media and welcomes the economic stimulus plan for journalism launched in May 2009 which put investment in quality journalism at the heart of a plan to build quality media in the public interest.

This ADM instructs the NEC to:

- Campaign vigorously against attempts to weaken protections against further concentration of media ownership
- Campaign for a stronger public interest test for media mergers
- Actively support members/chapels exploring alternative forms of ownership including trusts, co-operatives, mutual, public, for-profit and not-for-profit ownership
- Call on editors to work alongside the union to defend and secure editorial independence and integrity and the public service role of media.

- Lobby for public support for journalism. Such support could include tax breaks, annual tax credits for individual media subscriptions, the elimination of postal rates for quality media, direct support to help establish genuinely local media organisations and the strategic use of central and local government advertising. This support should be offered on the basis that it improves plurality and subject to public service obligations and with strict conditions including requirements to invest a specified proportion of profits into editorial resources; ratios for originally produced content; commitments to maintain titles, offices, pagination, staffing ratios; respect for core labour rights including obligations to monitor employee workloads and stress.

- Investigate alternative forms of funding to support newspapers in areas where the local journal has been lost or is in danger of closing.

Cost: £5,000

National Executive Council

#20 This ADM:

● Affirms that media companies have – through greed, incompetence, and lack of any coherent business plan – helped create a crisis that has closed hundreds of newspaper titles and placed the very survival of the newspaper industry in jeopardy.

- Recognises that the current business model is failing;
- Asserts the need to assist the development of alternative ownership structures; and,
- Instructs the NEC to investigate as a matter of urgency to investigate the feasibility of the NUJ becoming involved in a pilot project with others to run a local newspaper and the feasibility of assisting media co-operatives being established in areas where journalists have a desire to do so.

ADM additionally instructs the NEC to pay particular attention, in relation to alternative ownership structures being established, to the need to ensure a vibrant media in Wales and media coverage of Welsh issues.

Cost: n/a

Swansea

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

21 This ADM notes with increasing concern the rapid demise of the newspaper industry in the nations and regions of the UK and believes it is the greed and incompetence of the management of media companies that has created the crisis that has seen the closure and merging of newspaper titles, sweeping job losses and placed the very survival of the newspaper industry in jeopardy.

ADM recognises that the current business model for the newspaper industry is failing and believes there is a need for alternative ownership structures to be put in place to safeguard the continuance of the newspaper industry.

ADM calls on the NEC to investigate as a matter of urgency the feasibility of the NUJ becoming involved in a pilot project with other relevant parties to be identified by the NEC to run a local newspaper.

Cost: n/a

Wales Executive Council

22 This ADM recognises the grave crisis facing the local newspaper industry and condemns the media bosses who see newspapers as a cash cow to feed their hunger for profits.

ADM notes that some local authorities are prepared to participate in the setting up of Arm's Length Companies to run titles which have been threatened with closure.

ADM supports the principle of the establishment of Arm's Length Companies, involving local authorities, unions and community groups, subject to agreements which guarantee quality journalism, editorial and political independence, as well as decent pay and conditions. However, the involvement of local authorities in such companies is currently restricted by law.

This ADM therefore instructs the NEC to investigate ways in which the Local Government Acts 2000 and 2003 may be amended to remove barriers on local authorities participating in independent companies on the understanding that such companies would promote or improve the economic and social well-being of their areas and that they would be subject to the agreements stated in Paragraph 3 above.

Cost n/a

Manchester

23 This ADM notes with grave concern the demise of one of Britain's leading ethnic minority newspapers, The New Nation, which has been placed in administration in late January 2009, resulting in all staff being made redundant.

This ADM also notes that The Voice has also recently made journalists redundant and is transferring part of its work back to Jamaica.

ADM believes that there is still a need for a Black press to cover issues affecting the Black communities that are not routinely covered by mainstream media, and to be a campaigning voice against race discrimination and inequality.

ADM notes the success of the Stand Up for Journalism campaign, which has highlighted the plight of regional papers and is investigating ways to reinvigorate this sector.

As the Black press and the regional press have many of the same problems, ADM therefore instructs the NEC to ensure that Stand Up for Journalism work on regional papers also includes the black and ethnic minority media many of which are regionally based.

Cost £1,000

Black Members Council

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

24 This ADM calls on the NEC to investigate alternative business models (including co-operatives) for the management of local and regional newspapers

Cost: n/a

Birmingham and Coventry

Selected motion covering motion 26. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

25 This ADM notes that:

- (i) The leader of the Conservative Party in Britain has declared that Ofcom, the body with responsibility for the supervision of all public service broadcasting in the UK, should be abolished;
- (ii) the development of digital technology has facilitated the growth of television channels owned by newspaper companies in Britain which are not subject to regulation by Ofcom, thus undermining the traditional philosophy that broadcasting should be regulated in order to ensure that, in the public interest, ethical standards are maintained;
- (iii) the disclosures of widespread illegal phone tapping and hacking commissioned by British newspapers demonstrates the futility of self-regulation in general and the efficacy of the Press Complaints Commission in particular.

ADM recalls that it was the NUJ which fought for the establishment of the Press Council in 1953 – in the teeth of opposition from the owners and publishers of British newspapers; that the NUJ withdrew from membership of the Press Council in 1981 because of the Council's failure to exercise proper ethical jurisdiction over newspapers; that the Press Council, feeble though it was, then gave way to the Press Complaints Commission which, in the name of free enterprise, has stood guard over the rights of newspaper proprietors to prostitute journalism in the name of private profit.

ADM believes that the ownership, control and behaviour of the British press over the last 60 years has served to undermine, rather than strengthen, the process of democracy and that governments are increasingly in thrall to companies such as News Corporation and Associated Newspapers.

Mindful of the importance of maintaining the "public service" element of broadcasting, and condemning without reservation the behaviour of all those who have commissioned, conspired in and carried out illegal phone tapping in the name of press freedom, ADM believes that root and branch investigation into all aspects of the British media is now urgently needed.

To that end, ADM instructs the NEC to campaign vigorously within the industry and the wider trade union and labour movement for the setting up of a Royal Commission to examine the social and political implications of the technical convergence which digital technology is bringing about between newspaper/magazines and radio/television, and for the NEC to prepare a detailed report for the next ADM.

Cost: £2,000

London Freelance

26 This ADM notes that the process of digital publication is blurring the distinctions between newspapers, broadcasting and the internet.

It expresses its concern at the development of TV and radio channels on UK newspaper websites that remain within the remit of the Press Complaints Commission and are thereby able to operate without the public service constraints imposed on the BBC and on broadcasters licensed by Ofcom. As this trend develops there will effectively be one law for newspaper companies and one for regulated broadcasters.

ADM notes that the regulation of broadcasting is likely to be threatened by the development of online services and instructs the NEC to initiate a national debate and call for the establishment of a Royal Commission on the Media to plan for the retention of public service standards in the digital media of the future.

Cost: £2,000

Ethics Council

27 This ADM welcomes the report of the Scottish Affairs Committee of the House of Commons into the crisis in the Scottish Press, in particular the impact on the number of jobs and the quality of working life of the remaining journalists working on a reduced staffing budget.

ADM instructs the NEC to lobby the Scottish and UK governments to set up a media commission in Scotland which can produce imaginative plans in conjunction with the appropriate trade unions to tackle the crisis and secure a longer term strategy which recognises the importance of the Scottish press in sustaining the economic, political and cultural life of the Scottish nation.

Cost: £2,000

Edinburgh and District

BROADCASTING

Selected motion covering motions 29, 30, 31 and 32. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

28 This ADM notes the publication of the Digital Britain report. ADM believes the report is a woefully inadequate response to the crisis facing public service broadcasting which has seen thousands of jobs axed at the BBC and ITV, and the halving of local and regional news at ITV.

ADM condemns the proposal to top-slice the licence fee. ADM believes the licence fee should be used exclusively to fund public service broadcasting at the BBC.

ADM believes that the crisis can only be addressed by raising new funds to support public service broadcasting and local media. ADM welcomes the publication of the joint NUJ/BECTU report Mind The Funding Gap which demonstrates that industry levies, as used in 27 other European countries, alongside the use of regulatory assets can meet the funding shortfall.

ADM instructs the NEC to:

- Actively campaign against top-slicing of the licence fee

● **Lobby for alternative funding mechanisms for public service broadcasting, in particular for the use of industry levies to ensure a quality local and regional news service can be maintain and developed on ITV.**

Cost: £5,000

National Executive Council

SOC recommends that the following motion is void for uncertainty of meaning – levies on whom?

29 ADM notes the threat to top slice the BBC's licence fee and to give some of the cash released to other organisations to provide for specific services like regional news, on commercial TV.

ADM notes that there are other more effective mechanisms, such as levies, that could be used to provide financial support for certain commercial TV companies.

ADM notes that any top slicing proposal will break the bond of trust between the BBC and licence fee payers.

ADM instructs the NEC to initiate a campaign against top slicing the BBC licence fee and to highlight alternative solutions to the current financial crisis enveloping commercial TV organisations.

Cost: £5,000

Broadcasting Industrial Council

SOC recommends that the following motion is void for uncertainty of meaning – levies on whom? and is also not in accordance with the facts – campaign on top slicing already exists.

30 This ADM notes the attempts to top slice the BBC licence fee to provide financial support for commercial TV operations.

ADM notes there are more effective transparent measures like levies that could be use to provide support for commercial TV companies.

ADM notes there is a bond of trust between licence fee payers and the BBC which could be broken by top slicing.

ADM instructs the NEC to initiate a campaign against plans to top slice the BBC licence fee.

Cost: £5,000

Cambridge

SOC recommends that the following motion is void for uncertainty of meaning and is not in accordance with the facts – step up its public campaign?

31 ADM condemns the lack of consultation between BBC management and union reps and officials over proposed partnership agreements with ITV.

Conference believes locking BBC and ITV journalists into "pooling" arrangements for large numbers of "diary" events is not only impractical but would also undermine public scrutiny of politicians and other officials in positions of power – and undermine NUJ members' responsibilities as public service broadcasters.

ADM regards the partnership arrangements set out in a series of memoranda between the BBC and ITV Regions and STV as not only impractical, but also unnecessary.

ADM instructs the NEC to demand detailed negotiations with the BBC, ITV and government over these partnerships.

Conference further instructs the NEC to step up its public campaign for public levies as a means of addressing short-falls in funding for independent public service broadcasting.

Cost: £2,000

Newcastle

32 This ADM condemns ITV's cutbacks to regional news and calls on the company to commit to no further financial cuts until the provision of regional news on ITV passes to other news organisations in 2014.

Cost: n/a

Nottingham

33 This ADM notes the final report of the Scottish Broadcasting Commission chaired by Blair Jenkins, which was published in September 2008; and instructs the NEC to give all possible support to the Commission's proposal that a new digital public service television channel should be set up in Scotland.

Cost: n/a

Edinburgh Freelance

#34 ADM notes the Westminster inquiry into TV broadcasting in Northern Ireland following cut-backs in news, current affairs and factual programming by commercial TV broadcaster, UTV. It notes that the Ten Alps production company, co-founded by Bob Geldof, has said it would bid to be the regional news provider in Northern Ireland.

ADM also notes that UK network TV broadcasters commission only 0.1 percent of output from Northern Ireland. BDM believes that plurality and diversity of TV news, current affairs and factual programmes is important to the citizens of Northern Ireland living in a post-conflict society. It also believes that more opportunities should be given to Northern Ireland journalists and producers to make TV programmes for the UK networks.

ADM instructs the NEC to ensure that the NUJ campaigns for:

1. the establishment of a Broadcasting Commission in Northern Ireland similar to that in Scotland,
2. supports public funding of news, current affairs and factual programme provision for the Channel three commercial TV broadcaster in Northern Ireland and negotiates with the the provider of such a service to ensure adequate pay and conditions of employment,
3. lobbies the BBC, other UK TV broadcasters and telecommunications regulator, Ofcom, on the importance of increasing TV production output from Northern Ireland,
4. continues to oppose top-slicing of the TV licence fee for the BBC.

Cost: £5,000

Northern Ireland Broadcasting

Selected motion covering motion 36. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

35 ADM is alarmed and dismayed by the published salaries of senior BBC management at a time of severe cutbacks across the BBC.

BBC workers are the most valuable resource the Corporation has. Following years of pay restraint by most staff, ADM believes such extravagant expenses and pension benefits for senior executives seriously undermine public support for union claims for decent pay rises and campaigns for the security of the BBC license fee.

Conference believes expenses policies should apply uniformly and fairly to everyone at the BBC, and calls for senior management at the Corporation to exercise greater restraint over their pay and other benefits.

ADM instructs the NEC and Broadcasting Industrial Council to campaign for the BBC Trust to ensure the pay gap between BBC staff and senior management is reduced dramatically.

ADM further believes that all BBC managers' salaries, bonuses and benefits should be published and urges the NEC, BIC and the BBC M/FoCs to campaign for this information to be released publicly every year.

Cost: £1,000 **Glasgow Broadcasting**

36 This ADM believes that the current level of salaries and bonuses paid to BBC executives is unacceptably high for the public service.

It instructs the NEC to campaign to permanently link the salary packages of BBC executives to the salaries of other BBC Staff with the aim of ensuring that the highest salary paid to a BBC executive, including the Director General, in any year should not exceed five times the basic median salary for all full time BBC staff (Salary Bands 2 to 11)

Cost: £1,000 **BBC World Service**

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no decision of ADM required. SOC also recommends that the following motion is void for uncertainty of meaning.

37 Conference calls on the NEC to publicly support government and Ofcom plans for the proposed Independently Financed News Consortia in Scotland, Wales and one English region, in order to maintain news services for the nations and regions on ITV. Furthermore, conference calls on the NEC to discuss with UK and devolved governments and with the Wales and Scottish Executive Councils and the Broadcasting Council how these pilot consortia can be supported and financed:

- without taking money from the programme making budgets of the BBC;
- while maintaining the jobs of our members in ITV nations and regions newsrooms;
- while preserving plurality and choice for viewers.

Cost: n/a **Wales Executive Council**

GOVERNMENT POLICIES

Selected motion covering motions 39 and 40. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

38 ADM is deeply concerned that the Equality Bill now going through Parliament will weaken existing equality rights and has missed the opportunity to improve equal pay legislation by not introducing mandatory equal pay audits and has also rejected the extension of public sector equality duties across the private sector.

ADM is particularly worried that the Bill's introduction of a possible "reasonable" defence of discrimination with regard to cases involving pregnant women is a huge step backwards from the present situation whereby most of these cases represent automatic discrimination.

The Bill, as drafted in June, will also exclude hypothetical comparators in equal pay cases and would limit the ability of unions to take group actions on behalf of numbers of women employed in the same company.

ADM believes these examples demonstrate the Government's cowardice in the face of business interests exemplified by its insistence on a 'light touch' approach.

ADM therefore instructs the NEC to work with the TUC to press the Government to amend the Equality Bill to give workers' demands equal footing with the interests of the CBI.

Cost: n/a **Equality Council**

39 This ADM deplores the way the UK Government has approached the Equality Bill. Instead of using the opportunity to level up equality legislation, they have watered down existing legislation and ignored calls from the trade union movement to adopt measures that would significantly improve equality rights across all equality strands.

This ADM believes that the introduction of a general equality duty will have the effect of weakening the specific race equality duty and notes that this duty, as it is framed at the moment, is often ignored. The Public and Commercial Services union (PCS), for example, has identified several government departments which are in breach of the specific duty to have a compliant race equality scheme and which have failed to carry out race impact assessments before making policy decisions. An example of this is the attempt by the London Borough of Ealing to withdraw funding from the Southall Black Sisters, which was subsequently found to be unlawful.

This ADM also notes that the race equality duty, with all its faults, is better than the lack of any similar duty placed on private sector employees, for whom the majority of NUJ members work.

ADM deplores the UK Government's failure to extend equality duties across all employers due to its lack of courage in the face of the business lobby led by the CBI.

ADM also notes that the UK Government has failed to fulfil its promise on giving statutory rights to workplace equality reps and has also pursued its "light touch" voluntary ethos with regard to other issues such as equal pay audits.

ADM also notes with much regret that the UK Government has seemingly failed to take on board the calls for the right of workers to take multi-discrimination cases to tribunal.

ADM therefore instructs the NEC to call upon the TUC to be much stronger in its criticism of the Bill and to start putting greater pressure on UK Government to extend equality duties across the board and improve legislation rather than just using the Bill as an opportunity to weaken our existing rights.

Cost: n/a **Black Members Council**

SOC recommends that the following motion is void for uncertainty of meaning – last sentence – what improvements, campaign with whom and how?

#40 This ADM deplores the slow progress in processing and implementing the Single Equality Bill and views with dismay the continual efforts of some organisations (including the CBI) to lessen the legislative power of the Bill.

This ADM also deplores the failure of the Bill to address the needs of disabled people in the 21st century. ADM is deeply concerned at the impact this will have on disabled people given the large number of job losses in this recession and that such an impact is made substantially worse by the failure to effectively legislate for the rights of disabled people who face bullying, humiliation and violence, especially in the workplace.

ADM is also very concerned at the Equality and Human Rights Commission's lack of influence (when compared with the Disability Rights Commission) on how the Government approaches disability issues and legislation.

ADM therefore instructs the NEC to campaign for substantial improvements in the Bill.

Cost: n/a

Disabled Members Council

Selected motion covering motion 42. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

41 ADM welcomes the extension to older people of anti-discrimination protection in the provision of goods, facilities and services through the Equality Bill.

However, ADM notes that under current plans, the implementation of the ban on age discrimination will come into effect later in the field of health and social care than in all other areas.

ADM believes that older people cannot wait for an end to discrimination in this vital area. It therefore instructs the NEC to campaign through the NUJ's Parliamentary Group for implementation at the same time as the other parts of the Bill.

ADM notes that the Equality Bill also contains some valuable further protection under the sexual orientation strand, but unless it is passed by the current Parliament, it is likely to fall.

ADM therefore instructs the NEC to campaign for the completion of the Bill before the next General Election, including lobbying the NUJ Parliamentary Group and also by calling on members to lobby their local MPs.

Cost: n/a

Equality Council

42 This ADM instructs the NEC to congratulate Selina Scott for successfully suing an employer for age discrimination and winning over £250,000. It further instructs the NEC to discuss with the NUJ Parliamentary Group ways to toughen up anti-age discrimination laws.

Birmingham and Coventry

Selected motion covering motion 44. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

43 This ADM is extremely unhappy with the way the Equality and Human Rights Commission is dealing with equality issues. Whereas the old Equal Opportunities Commission was firm in its commitment to women's equality and made this clear to business and UK Government alike, the new Commission is weak and totally in line with the Government's "light touch", attitude to business interests.

ADM is also deeply concerned that the Commission has used the recession as an excuse not to push the UK Government to include pay audits in the Equality Bill and Chief Executive Nicola Brewer, who has now left, was quoted as saying the Commission's role was to encourage companies to improve their record voluntarily.

ADM states that what is required is an equality commission which will stand up to Government and press for improvements in equality, and not, as they have done recently, engage in electronic marketing initiatives which they hope will raise a company's awareness about the importance of equal pay.

ADM therefore instructs the NEC to campaign within and without TUC structures and via the union's parliamentary group on this issue and to demand that the Equality and Human Rights Commission be allocated a new Chair and Vice-Chair who will demonstrate their independence from Government and business interests.

Cost: £1,000

Equality Council

44 This ADM deplores the lack of progress made by the Equality and Human Rights Commission (EHRC) on all equality strands but in particular its lack of attention to race equality, especially in these politically charged days since the election of racists to the European Parliament.

ADM notes that the Commission has been in even more turmoil recently and has lost several high-ranking members of staff, including Chief Executive Nicola Brewer who has now been replaced, in the interim, by Neil Kinghan.

ADM declares that it has no confidence in the leadership of the EHRC under its Chair Trevor Phillips. Mr Phillips had continued to upset and annoy Black communities with his clumsy statements on race and his attacks on multi-culturalism and has completely failed to demonstrate to Black communities that they should have any faith in this organisation's commitment to racial fairness.

ADM notes that under Trevor Phillip's leadership, the Commission for Racial Equality, one of the forerunners to the EHRC, full legal representation for complainants went from 81 cases of alleged discrimination in 2002 to zero cases in 2005. Now Chair at the EHRC, there has been a similar lack of progress on race issues, so much so, that Lord Herman Ouseley has said that "the commission is doing nothing that is relevant to the Black and minority ethnic community." Similarly Bishop Joe Aldred, Chair of the Council of Black-led Churches said "I don't think race is safe in the commission's hands. The only person at the centre of Trevor's world is Trevor and not Black causes".

ADM also questions the correctness and the possible conflict of interests inherent in Mr Phillip's owning 70% of the "Equate Organisation" consultancy. This describes itself as a UK based consultancy business specialising in advising major corporate clients in the private sector in all aspects of racial equality". ADM also notes that Neil Kinghan is listed as an adviser to the Dignity Management Consultancy which is listed by the Equate Organisation as a "specialist partner" and is also said to be one of the "handpicked experts" for a recent report for the Conservative Party.

In a quest for transparency, this ADM therefore instructs the NEC to call upon the TUC to openly question the current set up at the EHRC and whether the involvement of high-ranking executives in consultancies working with big business, constitutes unacceptable conflicts of interest.

Cost: n/a

Black Members Council

45 This ADM deplores the further attack on the Welfare State of the Welfare Reform Bill.

This Bill proposes to abolish income support for working age people; force single parents to "progress towards work" or take a job; give battered women a month on benefits before having to look for work; threaten women who refuse to name the father of their children on birth certificates with prison or a fine, and allow employers to by-pass minimum wage legislation via the "work for your benefits" rule.

ADM therefore instructs the NEC to work with the TUC and the trade union movement to campaign against this regressive legislation and in support of a progressive benefits system that recognises the needs of vulnerable people who are not in a position to work.

Cost: £1,000

Equality Council

#46 ADM recognises the overwhelming vote in the Republic of Ireland for the recent national pay deal in which members of the National Union of Journalists voted by 90 per cent in favour of the agreement. The NUJ recommended the pay deal for a number of reasons including a commitment to a change to competition law to allow freelance journalists to bargain collectively.

ADM recognises that the NUJ is pleased at the commitment to grant negotiating rights to freelance journalists through a proposed amendment of the Competition Act and this marks a major achievement for the union following a ten-year campaign.

ADM calls on the Irish Government to ensure it discharges its obligations within the structures of the overall 'Towards 2016' agreement which the pay deal is a part of.

ADM instructs the NEC to work with the IEC to lobby the Irish Government to implement this promised and agreed change of legislation.

Cost: £1,000

Dublin P&PR

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

47 This ADM notes the excellent work done by journalists using the Freedom of Information Act; re-affirms its conviction that FOI legislation has played an important role in enriching democracy; registers our concern that the Freedom of Information (Amendment) Act in the Republic of Ireland has not been repealed and calls on the General Secretary, the Irish Secretary and the incoming NEC to campaign for a scrapping of the search and retrieval fees that attach to FOI requests.

Cost: £1,000

Irish South Western

SOC recommends that the following motion is void for uncertainty of meaning – local media alliance? Continue to campaign? What campaign?

48 This ADM notes with dismay the attempts by major regional newspaper publishers – under the auspices of the "Local Media Alliance" – to solicit taxpayers' subsidies for their businesses while simultaneously censuring the accountability of BBC executives in publishing their expenses.

The ADM instructs the NEC to continue to campaign for similar levels of accountability and transparency as national newspapers such as the Telegraph demand from the BBC and MPs to be applied to any private sector enterprise which receives public subsidy for any aspect of its media interests.

Cost: n/a

Leeds

49 This ADM deplores the mounting toll of UK public library closures, resulting in a loss of 82 since 2003. It notes that expenditure on books in UK public libraries is below 8% of the total public library funds. In particular ADM opposes Wirral Council's recent decision to close 11 of its 24 libraries, and its failure to hold meaningful consultations on this plan.

This ADM instructs the NEC to campaign against library closures and the downgrading of the role of books in public library provision.

Cost: £1,000

Book

SOC recommends that the following motion is void for uncertainty of meaning – competitiveness?

50 This ADM notes with dismay WH Smith Travel's decision to make Penguin the sole supplier of foreign travel guides in its airport, railway and service station outlets. In the interests of safeguarding competitiveness and the future earning potential of NUJ members it instructs the NEC to write to the Office of Fair Trading and to use whatever other means possible to register its protest.

Cost: n/a

Paris

EQUALITY

51 This ADM calls on the NEC to investigate why non-white communities appear to be under-represented in the profession of journalism.

ADM instructs NEC to work with chapels and educational establishments to find out why this might be. For example, are employers focusing recruitment campaigns in media that is not read by some ethnic communities? Are black students under-represented on journalism courses?

ADM is aware that ethnicity information is gathered on NUJ membership application forms but this information has only a limited value – it does not explain why some groups are under-represented in our profession.

ADM believes that this problem of under-representation of ethnic communities may be endemic through all media whether it be print, broadcasting or online.

ADM believes it is important to know whether there are particularly problematic areas. How many black journalists work in business to business publishing, for example?

ADM instructs the NEC to act urgently to gather information and report back to the membership by Spring 2010.

Cost: £2,000

RBI Chapel

52 This ADM welcomes both the Home Office initiative and the recently launched IFJ guidelines on the reporting of violence against women and congratulates the Equality Council for its involvement in the drawing up of the guidelines.

This ADM notes that the UN Day of Action on tackling such violence will be held this year on 25 November and, recognising the short notice, instructs the NEC to publish the guidelines on the NUJ's website and campaign on this issue to co-incide with the Day of Action by advertising the existence of the guidelines to members.

Cost: n/a

Equality Council

SOC recommends that the following motion is void for uncertainty of meaning – single equality scheme?

53 This ADM welcomes moves by the NUJ to reduce its operating costs by making meetings, such as the National Executive Council, shorter, more effective and therefore co-incidentally more accessible for disabled people with fluctuating disability or health conditions.

This ADM particularly welcomes the positive actions of the last DMC in reducing its meetings to three per year with a budget reduction of over 50% while increasing the involvement of disabled members by creating an on-line disabled members forum.

This ADM welcomes any move which makes disabled members voices stronger in the union, with the benefit of peer support by increasing the confidence of members to declare their disability and with the potential for increased membership applications from people who may have felt isolated by their disability.

ADM does note, though, that access for disabled members can have a cost and that the major disability charities have calculated that the cost of living for many disabled people (particularly those who are unable to drive through sight, hearing or any health or mobility related disability) amounts to a minimum of £120 per week more than for non disabled people.

This ADM therefore instructs the NEC to ensure that while union financial activities are carefully managed, the associated cost implications for disability (such as travel costs) does not create an unintentional discriminatory barrier reducing the ability of the involvement in union activities for disabled members, and that their access rights under the Disability Discrimination Act and the Single Equality Scheme are always foremost in any policy decisions relating to operating structures and costs.

Cost: n/a

Disabled Members Council

FINANCE

#54 This ADM instructs the NEC to amend the rules to give effect to the principle that subscription rates should be increased from 1 March 2010 as follows:

Grade 1 – 8p/£0.08 per week

Grade 2 – 12p/£0.12 per week

Grade 3 – 15p/£0.15 per week

Would result in £157,000 pa additional income

National Executive Council

SOC recommends that this motion is subject to recommendation as to urgency.

55 This ADM instructs the NEC as a matter of urgency to amend the rules to give effect to the principles that:

(i) the sterling subscription rates shall increase on 1 May each year starting on 1 May 2011 by 3% or the rate of RPI in the UK, whichever is lower.

(ii) the euro subscription rates shall increase on 1 May each year starting on 1 May 2011 by 3% or the rate of inflation in the Republic of Ireland, whichever is the lower.

Would result in £0-150,000 pa additional income

National Executive Council

NUJ CHARITIES

SOC recommends that the following motion is out of order being contrary to Rule 6 – NUJ Extra is independent of NUJ.

56 This ADM instructs the NEC, in the light of the NUJ Extra trustees' agreement to waive £200,000 of income from the NUJ, to undertake to let relevant branch welfare officers have details of each individual welfare application for a grant to NUJ Extra and the result of such an application, unless the applicant specifically requests that such information is not passed on to the relevant branch welfare officer.

Cost: n/a

London Central

ORGANISATION

Selected motion covering motion 58. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

57 This ADM affirms that the lack of women in the ruling structures of the NUJ can no longer be allowed to continue without positive action from within the NUJ itself. This ADM notes with embarrassment that last year only four women were elected to the NEC, one holding one seat, two job sharing together and one job sharing with a man. Therefore only 2.5 seats were actually held by women. This is a disgrace in a union which currently has around 40% women members.

This ADM therefore instructs the NEC to prepare a rule change motion for the next Rule Change ADM to change the rules with regard to the principle, that branches and other nominating bodies will be required to put forward gender-balanced nominations for the NEC, industrial councils, all councils and ADM delegations. Such a change will come into force before the next round of bi-annual elections giving the NEC time to advertise the new policy and encourage women to come forward for these positions and to draw up the new forms required to outline the new gender balanced policy.

This campaign to bring forward more women will include:

- mentoring women in their branches and chapels

- requiring branches and chapels to actively campaign to make sure more women attend meetings by making the meetings more attractive, advertising union policy on child care support, making the agenda relative to women members etc
- setting up a series of consciousness raising training days/discussion days to encourage more women to stand for office
- informing branches and chapels that the make-up of bodies such as the NEC must start to reflect the number of women in the union and the diversity of the membership.
- requesting the editor of the Journalist to publicly campaign on the above in the Journalist, and asking the NUJ Campaigns department to publicise this on the NUJ website and on NUJ Active

This ADM also requests that the Editor of the Journalist initiates a debate within the pages of the Journalist on the lack of women in union structures.

This ADM, recognising the difficulties women still face in terms of the majority of domestic and caring responsibilities, calls upon all women members to step forward at branch meetings for union positions on the NEC, industrial councils, conference delegations etc.

Cost: £5,000 Equality Council

SOC recommends that the following motion is out of order, overtaken by events, seventh para, as structure review no longer to be discussed and is also void for uncertainty of meaning, eighth para, review of which conference?

58 This ADM affirms that the lack of women in the ruling structures of the NUJ is a position that can no longer be allowed to continue without positive action from within the NUJ itself.

This ADM instructs the NEC to undertake a campaign to bring forward more women that will include:

- mentoring women in their branches and chapels
- requiring branches to actively campaign to encourage more women to attend branch meetings, advertising union policy on child care support, and making meeting locations more friendly to women
- setting up a series of consciousness raising training days/discussion days to encourage more women to stand for office
- informing branches and chapels that the make-up of bodies such as the NEC should reflect the proportion of women in the union and the diversity of the membership
- publicly campaigning on all the above in The Journalist, on the NUJ website and by NUJ Active

This ADM therefore calls upon the NEC to take on board the views of this conference by making sure that our concern about the lack of progress in getting more women active in the union structures is outlined forcibly in the union's structure review document that will be discussed by ADM 2009.

This ADM also requests that the Editor of the Journalist initiates a debate within the pages of the Journalist on the lack of women in union structures starting with an article on this discussion and a review of this conference.

This ADM, recognising the difficulties women still face in terms of domestic and caring responsibilities, calls upon all women members to step forward at branch meetings for union positions on the NEC, industrial councils, conference delegations etc.

Cost: £5,000 Bristol

SOC recommends that the following motion is void for uncertainty of meaning – representative bodies – please list? Also which representative structures?

59 This ADM instructs the NEC to conduct a review of representative bodies elected at ADM and all other representative structures with a view to improving efficiency, coherency and reduction of costs.

Cost: £1,000 Irish Executive Council

SOC recommends that the following motion is out of order being contrary to Rule 8(d), SOC recommends that the following motion is out of order, overtaken by events, already the rule!

60 This ADM instructs the NEC to introduce a rule changing motion at the next ADM to make provision for the election of the NEC on a biennial basis.

Cost: n/a Irish Executive Council

Selected motion covering motion 62. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

61 This ADM notes that ADM 2006 at Liverpool instructed the NEC to make minutes of all NEC meetings and other councils/bodies available via the nuj.org.uk website.

This ADM notes with regret that the NEC has failed to ensure that minutes of NUJ councils and other decision making bodies are posted on the nuj.org.uk website, in direct contravention of an instruction issued by ADM in 2006.

ADM therefore instructs the NEC to ensure that for each set of minutes, produced by every NUJ council or other decision-making body, the Servicing Officer is responsible for ensuring that the minutes are placed on the NUJ's website.

Cost: n/a Bristol

62 This ADM notes with regret that the NEC has failed to ensure that minutes of NUJ councils and other decision making bodies are posted on the nuj.org.uk website, in direct contravention of an instruction issued by ADM in 2006.

ADM therefore instructs the General Secretary to bring the NUJ online minute archive up to date, or to report back, in writing, to branches by January 2010, to explain why this is not possible.

Cost: n/a East Yorkshire

SOC recommends that this motion is subject to recommendation as to urgency.

63 ADM declares that at 6,104 (on July 13, 2009) NUJ members aged sixty or over constitute a significant and growing proportion of the Union's membership.

It draws attention to the fact that NUJ Pensioners' Organisation was enshrined in rule at the 2008 ADM and holds its inaugural meeting at this ADM.

ADM therefore instructs the NEC to amend the rules as a matter of urgency to give effect to the principle that there shall be a seat reserved for a member aged sixty or over on the National Executive Council, the Irish Executive Council, the Scottish Executive Council, the Welsh Executive Council, the Equality Council and the Ethics Council.

**Cost: over £20,000 pa
(actual cost depends on how many elections)**

Portsmouth

SOC recommends that this motion is subject to recommendation as to urgency.

64 This ADM notes that the Irish Executive Council has a membership quota for sectoral representation on the IEC. ADM notes that, in the case of the Scottish and Welsh Executive Councils, such a quota is only applied to additional sector representatives.

ADM is concerned that the lack of a representative for New Media on the IEC is a contributing factor to the low level of membership in the sector in Ireland. ADM believes that having a representative of the sector on the IEC would aid recruitment efforts and take some of the strain off the full-time officials in Ireland.

ADM instructs the NEC to urgently amend the rule governing sector representation on the IEC to bring it into line with the rules governing sector representation on the SEC/WEC – to give effect to the principle that membership quotas do not apply to the first representative of any sector on an Executive Council.

Cost: £5,000

New Media Industrial Council

65 ADM notes that devolution in Wales has just passed the significant 10th anniversary and the powers of the National Assembly for Wales have increased substantially over this period and are likely to increase in future years.

ADM recognises that the introduction of devolved government in Wales has allowed the National Assembly for Wales and Welsh Assembly Government to display a greater common interest and concern with the NUJ in Wales and its campaigns and policies.

ADM also notes, however, that there is no standard representation for Wales on the NUJ's industrial councils and equality bodies, such as the equality council. In some cases there is a specific Welsh seat while on others Wales is included with Merseyside and on some bodies there is no specific Wales representation.

This ADM instructs the NEC to bring forward rule changes to the next rule change ADM to the effect that representation for Wales will be standardised across the union's bodies including industrial councils and equality bodies, such as the equality council, with representation for Wales to be created on any council where this does not currently exist.

This ADM instructs the NEC to also bring forward rule changes to the next rule change ADM that these seats will be open to all members in branches covered by the Wales Executive Council, to be nominated by those branches and elected by ballot, where an election is required, by members in those branches.

Cost: n/a

Wales Executive Council

SOC recommends that the following motion is out of order, not in a proper form – do you mean a rule change?

66 The ADM notes that the Ethics Council has 24 members, two for each industrial sector, Ireland and Scotland, and the Black Members and Equality Councils. It declares that it will be sufficient in future for the Ethics Council to consist of just one representative from each constituency, and instructs the NEC to bring a motion to the next year's ADM to give effect to the principle that the council shall consist of 12 members, one for each of the present constituencies.

Saving: £4,000 pa

Ethics Council

SOC recommends that this motion is subject to recommendation as to urgency.

67 This ADM welcomes the fact that the Disabled Members Council has made major changes in its methods of operation, including a reduction in the number of meetings held annually as a high-on budget saving of 50%, and that it operates a newly organised web-based forum, more inclusive and accessible for all disabled members who have previously not been able to engage with the council's work through their disability.

This ADM notes that for the last three years the number of members elected has not reflected attendance at council meetings, with 25% either not ever attending or resigning through over-commitments.

This ADM instructs the NEC as a matter of urgency to amend the rules with regard to the principle that the Disabled Members Council shall revert with immediate effect to a maximum of 7 members who will be registered as disabled with the union's membership department.

Saving: £2,000

Disabled Members Council

Selected motion covering motion 69. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

SOC recommends that this motion is subject to recommendation as to urgency.

68 This ADM notes that:

1) Many photographers consider themselves to be an under-resourced, 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.

ADM believes that this lack of representation cannot be justified within a democratic trade union.

ADM therefore instructs the NEC as a matter of urgency to amend the Union's rules to give effect to the principles that

1) There shall be a Photographer's Industrial Council (PIC) and a seat on the NEC reserved for photographers.

2) Members of the PIC will be elected in the same way as members of other industrial councils, with one member being nominated by each of the following Councils: Equality; Black Members and Disabled Members.

ADM further instructs the NEC to ensure that the PIC, and the members it represents receive a level of officer/organiser support commensurate with the number of photographer members of the NUJ.
Cost: £12,000 pa (excluding staff costs) Bristol

SOC recommends that this motion is subject to recommendation as to urgency.

69 This ADM notes that:
1) Many photographers consider themselves to be an under-resourced, 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.

ADM believes that this lack of representation cannot be justified within a democratic trade union.

ADM therefore instructs the NEC as a matter of urgency to amend the Union's rules to give effect to the principles that

1) There shall be a Photographer's Industrial Council (PIC) and a seat on the NEC reserved for photographers.

2) Members of the PIC will be elected in the same way as members of other industrial councils, with one member being nominated by each of the following Councils: Equality; Black Members and Disabled Members.

3) PIC delegates to other NUJ councils and decision making bodies will be elected in the same way as members of other industrial councils.

ADM further instructs the NEC to arrange for the PIC, and the members it represents to receive a level of officer/organiser support commensurate with the number of photographer members of the NUJ.

Cost: £12,000 pa (excluding staff costs) East Yorkshire

70 ADM affirms it is not possible to serve the interests and needs of Lesbian, Gay, Bisexual and Transgender members by including their issues and concerns with another council.

ADM notes that the current lack of representation and forum for discussion and ability to influence the union is out of line with many of the most progressive trade unions and the TUC and its constituent organisations in recognising the particular needs of LGBT members.

ADM noted the current financial pressures on the union but also notes that the trade union movement is quite rightly arguing that governments and employers should not be allowed to put equality on the back burner due to economic downturn. To do so as a trade union would be hypocritical and send the wrong message to government and employers.

ADM instructs the NEC to bring forward a rule change to the next rule change ADM to create a Lesbian Gay Bisexual and Transgender Council and to take this role away from the Equality Council. The council would be comprised of one member from the Scottish, Irish and Wales executive councils and representatives to be elected by the entire membership, the number to be recommended by the NEC when bringing forward the rule change motion to the next rule change ADM. The new council will have an annual conference which will have the responsibility of submitting motions to ADM and electing representatives and submitting motions to the TUC LGBT Conference each year.

ADM calls on the NEC to minimise any extra cost for this council by transferring support resources from the Equality Council in line with the transfer of responsibility with the aim of new council to be as close as possible cost neutral. This would include adjusting the size of the Equality Council in line with the transfer of responsibility to the new council.

In recognition of the financial position of the union ADM calls on the NEC to require that following the creation of the LGBT Council all equality strand conferences are self-financing through raising their own funds either from branches, the national executive councils and external sources.

Cost: n/a Cardiff and South East Wales

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no decision of ADM required, can be achieved administratively.

71 This ADM notes that the nomination form for geographical seats on Public Relations and Information Industrial Council and the nomination form for geographical seats on New Media Industrial Council do not include a constituency for East Anglia. This ADM therefore instructs the NEC to include East Anglia as a constituency when nominations are invited for representation in English geographical regions.

Cost: £2,000 Norfolk

72 This ADM applauds the efforts of the CEC to continue to work to bring those former members of the head office register into the continental branches and make the NUJ as inclusive as possible for these members.

However, ADM also notes that while these efforts have established networks and communications for these members – often separated by kilometres even in the same country – it is not enough.

Therefore, ADM instructs the NEC, along with the New Media Council, and the Continental branches, to investigate what would be required to create virtual branches to allow more active participation in cases where distance makes regular meetings prohibitive (both in time and cost), and to bring a rule change motion to the next ADM.

Cost: £1,000 Netherlands

73 This ADM notes that the Union's rules and procedures were introduced to ensure fair and equal treatment of all NUJ members.

ADM instructs the NEC to ensure that the Union's rules and up-to-date procedures, relating to grievances, appeals and legal assistance, are circulated to all members and that any ambiguities in wording are clarified in accompanying publicity material.

ADM also instructs the NEC to ensure that all the Union's rules and up-to-date procedures are available to members on the NUJ's website.

Cost: n/a Manchester

74 This ADM instructs the NEC as a matter of urgency to amend its standing orders and the Union's Legal Assistance Policy statement to enable members' appeals to the NEC to be made in person in respect of legal assistance appeals.

Cost: n/a Manchester

SOC recommends that the following motion is out of order, not being in a proper form – This Council, line 3.

75 This ADM urges the NEC to review the decision regarding the Research Officer's Post and reinstate the role. This Council believes the Research Officer's post is vital in helping chapels, branches and officials be properly informed when involved in negotiations, disputes and issues such as pensions, employment rights etc. Not having such essential advice we believe hinders the effectiveness of the work carried out at all levels in the Union.

Cost: £50,000 pa

**Newspapers and Information
Industrial Council**

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

76 This ADM notes the political fallout following revelations about MPs' expenses.

This ADM further notes the initiatives taken by the Scottish Parliament in publishing details of MSPs' expenses online.

This ADM applauds such transparency and believes all sections of the labour movement should do likewise. Therefore this ADM believes the NUJ should lead the way in publishing details of all expenses online so that members can see where their subs are being spent.

Cost: n/a

Birmingham and Coventry

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

77 This ADM calls on the NEC to change the name of the Northern Office to that of the Northern & Midland Office.

Cost: n/a

Birmingham and Coventry

RELATIONS WITH OTHER ORGANISATIONS

Selected motion covering motion 79. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

78 This ADM notes with dismay that many trades unions and union-associated bodies – such as trades councils, regional TUCs and UnionLearn departments – do not appear to be commissioning other trade union members to carry out appropriate work, such as media relations and communications tasks.

ADM notes that this is particularly disappointing because the economic climate is so badly affecting many freelancers and those in the PR sector working independently.

Therefore, this ADM instructs the NEC and all other NUJ bodies to campaign actively and determinedly for union work to go to union members and this ADM instructs the General Secretary to write to the TUC requesting that this policy is promoted – and adopted – across the trade union movement and instructs the Irish Secretary to take similar action in Northern Ireland and the Republic of Ireland.

This ADM also calls upon all individual NUJ members working with other trades unions and trade union bodies to encourage them, wherever possible, similarly to commission union work from union members.

Cost: n/a

Leeds

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

79 ADM acknowledges that joining a trade union is the best way for a worker to protect his or her rights.

ADM also acknowledges that trade unions, as employers, have a responsibility to employ, wherever possible, unionised labour.

As such, ADM calls on the NEC to write to all national and regional offices of trade unions, enclosing details of the NUJ's freelance directory, and asking them to employ only NUJ members when they are looking for any media work.

Cost: £1,000

Gloucestershire

80 This ADM congratulates the chapel at Pearson Schools, Oxford, for jumping the necessary hoops to win the right to ballot over NUJ recognition on the strength of the size of its membership and support within the designated bargaining unit.

ADM condemns the behaviour of the Unite officials of the former GPMU CMS branch, who pre-empted this ballot by signing a single-union agreement with Pearson Schools – an act that prompted the majority of its own members at Pearson Schools Oxford to resign in protest.

ADM recognises that, on the one hand, Unite is being used by management as a tool to outlaw NUJ activity and threaten its activists, while on the other the union is so discredited at the Oxford site that there is no prospect of building any effective Unite presence there.

ADM recognises that this betrayal of basic union principles of solidarity threatens any attempts to defend and strengthen unions in print and publishing at this difficult time. It instructs the NEC to:

1. publicise the unacceptable and damaging behaviour of Unite officials in this instance
2. exert pressure on Unite to pull back from this damaging agreement
3. pursue with vigour its complaint against Unite at the TUC.

ADM further calls on the TUC to defend the principles of solidarity by which our movement stands or falls, by insisting that Unite repudiate the agreement to pave the way for the joint recognition agreement that members of both unions want and need.

Cost: £1,000

Oxford and District

SOC recommends that the following motion is out of order, incapable of implementation (last sentence), cannot plan a unified campaign.

81 This ADM calls on the NEC to get together with the union Unite, or other appropriate unions that represent non-journalists in the workplace, to plan a joint recruitment campaign in the publishing industry. Too often chapels struggle to win support to fight job cuts because the majority of employees in a workplace are not unionised. It is vital that NUJ chapels are able to work alongside other union colleagues to campaign in strength for improvements in pay, hours and holidays that will benefit all union members.

ADM therefore instructs the NEC to meet Unite, and any other appropriate unions, to plan a unified campaign that will commence in spring 2010.

Cost: £1,000

RBI Chapel

#82 ADM recognises that the continued onslaught on final salary pension schemes in the private sector is being used in the public sector to systematically undermine the UK Local Government Pension Scheme (LGPS). Far from 'feather-bedding' public sector workers, the vast majority, many of them low-paid women, will end up on poverty pensions.

ADM therefore instructs the NEC to:

- i. Publicise the activities of the UK National Pensioners' Convention (NPC) and the NUJ pensions committee, and encourage branches and chapels to support their activities at a local level, and where they exist to affiliate to local NPC organisations.
- ii. Publicise the importance of the struggle over pensions.
- iii. Report regularly developments in the LGPS and the impact of this on our members in the public sector.

Cost: £2,000

Press and PR

SOC recommends that the following motion is out of order, incapable of implementation – email network.

#83 ADM notes that the recent upsurge in industrial activity has highlighted the important role played not just by individual unions but also by solidarity action throughout the movement and local communities.

ADM recognises the important role that renewed and revitalised trades councils have and can play in this at a local and regional level.

ADM therefore instructs the NEC to redouble its efforts to encourage branches to affiliate to local trades councils and to publicise on the NUJ website the details of affiliated branches, and set up an email network between delegates to co-ordinate activity.

Cost: £1,000

Press and PR

84 ADM congratulates the Oxford books chapels for their work promoting quality in academic, educational and professional publishing. It notes that this issue strikes a strong chord with book and journal workers similar to the resonance Stand Up For Journalism has had among newspaper and broadcasting journalists.

ADM strongly supports any efforts to conduct research to get a clear picture of what is happening to quality and quality control in this field. It notes in particular the initiative launched by the Brookes International Centre for Publishing, which includes a website where editorial workers can submit anecdotal evidence of quality issues they encounter in their daily work.

It instructs the NEC to initiate a sector-wide campaign aimed at encouraging book and journal chapels to raise the issue of quality within their own workplaces, to give the union a profile on this issue, to strengthen chapels trying to defend staffing and training levels and resist further outsourcing, and to encourage staff to submit their own anecdotal evidence to the Brookes website.

ADM recognises that, as a result of increasing concentration of ownership, most book/journal freelances will tend to work for one or more of a handful of multinational employers. It instructs the NEC to address the issue of how to organise these freelances to maximise our ability to have staff and freelances working effectively alongside one another. It further instructs the NEC to decide – in consultation with the London Book Branch and branches such as Oxford and Edinburgh branches with a sizeable book sector membership – how the union should relate to other organisations, in particular the Society of Freelance Editors and Proofreaders, in carrying out this work.

Cost: £5,000

Oxford and District

85 This ADM recognises the good work of the Campaign Against Climate Change (CACC) and particularly that of its trade union working group. ADM therefore instructs the NEC to hold a ballot on NUJ affiliation to the CACC.

Cost: £5,000

Press and PR

ETHICS

Selected motion covering motions 87, 88 and 89. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

86 ADM welcomes the judgement at Belfast Recorders Court on June 18 when Judge Burgess ruled that the concept of confidentiality for journalists protecting their sources is recognised in law.

ADM congratulates Sunday Tribune Northern editor Suzanne Breen on her commitment to the protection of sources.

ADM instructs the NEC to contact police forces in the UK and Ireland to emphasise to them the importance of the NUJ Code of Conduct.

Cost: £5,000

Ethics Council

87 This ADM congratulates all those involved in defending Suzanne Breen, northern editor of the Sunday Tribune in Belfast, in the face of unjust pressure from the Police Service for Northern Ireland by supporting her legal case and contributing to the campaign to back her when the PSNI brought a case against her in the High Court in Belfast earlier this year.

This ADM expresses its admiration and gratitude to Suzanne Breen personally for so strongly and determinedly refusing to be cowed by such a move and for championing this vital principle of refusing to reveal sources in protecting the freedom of the press.

Cost: n/a

Leeds

88 This ADM congratulates Sunday Tribune Northern Editor Suzanne Breen on her commitment to defend the protection of sources under the NUJ's Code of Conduct.

ADM welcomes the judgement on June 18th 2009 at the Belfast Recorders Court in which the judge having heard evidence from a number of NUJ members attached considerable importance to the unions code.

ADM instructs the IEC to contact the PSNI Chief Constable and emphasise that it is not the job of journalists to do the work of the police.

Cost: n/a

Northern Ireland Broadcasting

89 ADM notes the recent change in behaviour of the police service of northern Ireland and its recent tendency to try to get journalists to give signed statements concerning the contents of bomb warnings or claims of responsibility purporting to come from paramilitary organisations taken in the course of a journalists day at work.

ADM notes the threat to life resulting from a journalist being made to give such a statement which may lead to a court appearance.

ADM notes the great work carried out by the NUJ's legal department to combat the situation.

ADM instructs the NEC to start a campaign to try to persuade the PSNI from following this course of action in future and to do all it can to prevent journalists from being put in this situation.

Cost: n/a

Broadcasting Industrial Council

90 This ADM notes with dismay that Sir Hugh Orde moved jobs to lead ACPO, the Association of Chief Police Officers of England, Wales and Northern Ireland, ironically very shortly after the High Court in Belfast threw out a case brought against Suzanne Breen, northern editor of the Sunday Tribune, by the Police Service of Northern Ireland, when Sir Hugh was still its chief constable.

This ADM also notes with concern that ACPO appears to have been trying – and succeeding – in unduly influencing (Westminster) government policy in ways which are detrimental to civil liberties, the freedom of the press and the freedom of speech; objects stated in the first of the NUJ's rules.

The ADM records its gratitude for work by NUJ officials, officers and activists to try to improve working relationships between journalists and the police (at all levels and in all parts of the United Kingdom and Republic of Ireland) through invitations to senior police officers to address events such as this year's photographers' conference and through improving co-operation and liaison with PR sector members working in police media relations.

In light of the NUJ's continuing concerns about relations between journalists – especially photographers – and the police, this ADM instructs the NEC to continue to monitor closely encounters and dealings between journalists, individual police officers and police community support officers, statutory police authorities and police organisations – such as police federations, associations for senior officers and so on – and to continue to work with such individuals and bodies to try to improve relationships and understandings between the police and journalists and then to allocate a specific section of next year's annual report to this work.

Cost: £1,000

Leeds

91 This ADM condemns the excessive policing of the G20 demonstrations in London and other demonstrations in the UK. Peaceful protesters were subjected to unacceptable restrictions on their rights to assemble and demonstrate, journalists were prevented from doing their jobs and some protesters and journalists were victims of police brutality.

ADM offers its condolences to the family of Ian Tomlinson who died during the demonstrations.

ADM welcomes the brave efforts of NUJ members to highlight the police behaviour in the face of such restrictions and, in particular, congratulates Indymedia for its comprehensive coverage and Marc Vallee and the Guardian newspaper on their important investigations. ADM also welcomes the efforts by the union's officials to work to change the police behaviour towards journalists and the legal support provided to those who need it.

ADM, however, also notes that some journalists played a less than constructive part in advance of the G20 demonstrations and in the immediate aftermath – printing police statements as fact that turned out to be, at best, hyperbole and, at worst, downright lies.

ADM reminds all members that journalists should make every effort to verify information provided by sources and that this applies to the police as much as everyone else. ADM notes that the presumption of violence on the part of protesters and the stereotyping of all anarchists as violent has consistently proved to be inaccurate and unfair.

ADM instructs the NEC to work with the Ethics Council to prepare guidelines for members on how to properly report on demonstrations – including the period just before the events – and how to cover police statements appropriately. ADM further instructs the NEC to seek to address the union's concerns about inaccurate statements – a practice that has damaged the reputation of both the police and the media – to the police and to seek to convince them of the need to provide journalists with accurate information.

Cost: £1,000

London Central

92 This ADM recognises that, when under investigation by the police, journalists and other professionals such as solicitors are guaranteed special rights under the Police And Criminal Evidence Act 1984 and other legislation.

This ADM acknowledges that, under recent anti-terrorism legislation, many changes have been made to fundamental police powers such as maximum duration of arrest and search and seizure of property.

This ADM instructs the NEC to prepare a legal guide to "Special Procedure Material" such as journalists' contact books, notebooks and computers, mobile phones, cameras, memory cards, film, tapes and other material, which details fully the protection available to members both before and after a police investigation or arrest.

Cost: £2,000

Bristol

93 This ADM views with great concern the use of illegal methods of obtaining information, such as hacking into mobile phone voicemail messages, especially where these methods are employed on following stories which are not demonstrably in the public interest. Such inappropriate use of these methods brings investigative journalism and the whole profession into disrepute.

This ADM instructs the NEC to campaign for reform of the Press Complaints Commission. Specifically such a campaign should: allow a rotating seat for one editor only on the PCC, and remove the remaining editors; bring in more members of the public and at least one representative of the NUJ, and also maybe from other journalists' organisations so that staff, currently denied the right to a conscience clause, can help unpick the editorial judgements of their bosses; impose graduated fines for breaches of the Editors' Code and award compensation commensurate with the time and trouble caused to complainants about inaccurate, unwarranted or intrusive coverage.

Cost: £1,000

Bristol

BNP

Selected motion covering motions 95, 96, 97, 98, 99, 100, 101 and 102. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

94 The election of two BNP members to seats in the European Parliament has created an alarming new threat to union members seeking to uphold the NUJ's guidelines on race reporting and the union's conscience clause.

ADM believes the NUJ should support any member acting according to the Code of Conduct and encourage journalists to follow the NUJ Guidelines on Race Reporting.

ADM instructs the NEC to encourage office-based alliances with other trade union members and anti-racist groups, to help inform members and organise industrial action or other protests against BNP propaganda.

ADM further instructs the NEC to organise training sessions to support members' implementation of the Race Reporting Guidelines, Conscience Clause and the Code of Conduct.

Cost: £2,000

National Executive Council

95 ADM notes with extreme concern that the BNP has gone from no elected representatives in 1997, to sixteen councillors by 2003, to two MEPs today – representing a party whose aim is 'restoring the overwhelmingly white makeup of the British population that existed in Britain prior to 1948'.

ADM deplores the racially divisive and incendiary politics of the BNP designed to stir up racial and religious hatred. The British National Party is a racist organisation that stands for an all-white Britain, and its views and beliefs are incompatible with the ethos and purpose of the NUJ.

ADM believes that racism, although in a new form taking culture or religion as its raw materials, continues to be fuelled by hostile political party policies on asylum seekers, immigration and xenophobic headlines in some tabloid newspapers making it easy for Nick Griffin to focus its campaigning on Muslims and asylum seekers.

In particular, New Labour politicians' repeated use of nationalist rhetoric from the far right such as 'British jobs for British workers', or social housing for local people and their insistence on the need for 'integration' propelled racial sentiment within disadvantaged communities plagued by poverty and unemployment.

ADM recalls over the last twenty years the NUJ has played a vital role in promoting policies in favour of building a tolerant, multi-cultural society, and in particular in confronting racism in communities.

ADM instructs the NEC to continue working with the BMC in standing up against racism in all its manifestations and to cooperate with anti-racist organisations in their attempts to reverse the rise of the BNP.

Cost: n/a

Black Members Council

SOC recommends that the following motion is out of order being contrary to Rule 8(w) and Rule 25(a), numbered points 2 and 5.

96 ADM notes the election of two members of the fascist British National Party to the European Parliament marks a turning point in British politics. This is the biggest electoral breakthrough for a fascist party in the UK.

ADM believes that their election threatens to normalise the presence of the BNP in politics.

This ADM believes the BNP is dedicated to an all-white Britain, the destruction of trade unions and the elimination of basic democratic rights. They organise on the basis of racism, seeking to divide society and their politics of hate and division threaten the freedom and safety of those they would see annihilated – Jews, black people, trade unionists, Muslims and all ethnic minorities, gays and lesbians, disabled people and anybody who stands for a democratic society.

This ADM fears that the fascists will use their foothold to push their bigotry in the media and whip up race hatred on our streets.

ADM believes that millions of ordinary people do not want to see racism used to divide our society and are totally opposed to the politics of the BNP.

This ADM believes the NUJ should continue to play an active role in helping build as big an anti-fascist movement as possible.

This ADM congratulates the union for initiating debates on how the BNP should be reported and hopes this will continue throughout the union membership.

ADM recognises the need to strengthen anti-racism campaign roots across the country, in particular in Yorkshire and Humberside and the North West, with the view to building a huge campaign base in advance of the local elections next year.

ADM therefore instructs the NEC to:

1. Reiterate the union's full support for the TUC-backed Unite Against Fascism and other anti-fascists campaigns.
2. Give full support to all NUJ members exposing the lies of the BNP and reporting the true nature of their policies.
3. Urge all members to join and take part in the activities of the UAF, Love Music Hate Racism and anti-racist events.
4. Step up the union's campaign calling for the withdrawal of BNP advertisements in the media.
5. Give full support, including campaigning for industrial action if necessary, to NUJ members sticking to the union's code of conduct on reporting.

Cost: £2,000

South Yorkshire

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

97 This ADM notes with deep concern the electoral success of the British National Party and other far right politicians.

ADM asserts the need for journalists to use their professionalism and investigative skills when covering the activities of organisations like the British National Party and congratulates NUJ members and bodies that have devised guidance to members on how to undertake such coverage.

ADM notes the NUJ is the union for professional journalists, with a strong code of conduct and commitment to a free press, freedom of speech and expression, which lie at the heart of our democratic society.

ADM calls on the NEC to protect the reputation of the union and individual members by avoiding any endorsement of any groups that adopt tactics such as physical attacks and the disruption of press conferences that can be regarded as attacks on free speech, freedom of expression while robustly campaigning against the BNP and other far right individuals and organisations

Cost: n/a

Cardiff

SOC recommends that the following motion is out of order, not in accordance with the facts – wrong version of Code of Conduct quoted, see latest version of Rule book on website.

98 ADM notes the BNP's racist policies are incompatible with the NUJ's equality policies and the equality duties placed on public bodies such as local authorities.

ADM notes article 10 of the union's code of conduct states: "No journalist should produce material likely to lead to hatred or discrimination on the grounds of a person's age, gender, race, colour, creed, legal status, disability, marital status or sexual orientation" and that the conscience clause states: "a journalist has the right to refuse an assignment of editorial that would break the letter or spirit of the law".

As such, ADM calls on the NEC to again publicise the union's race reporting guidelines and conscience clause, and fully support any journalist who refuses to work with members of the BNP, including council PR officers working in authorities where BNP members have been elected.

ADM further notes the increasing numbers of journalists appearing on the far right hate website Redwatch and instructs the NEC to campaign for the UK and Irish governments to close down the site immediately.

Cost: £1,000

Press and PR

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) and is not in accordance with the facts – wrong version of Code of Conduct quoted, see latest version of Rule book on website.

99 ADM notes the BNP's racist policies are incompatible with the NUJ's equality policies.

ADM notes article 10 of the union's Code of Conduct states: "No journalist should produce material likely to lead to hatred or discrimination on the grounds of a person's age, gender, race, colour, creed, legal status, disability, marital status or sexual orientation" and that the Conscience Clause states: "a journalist has the right to refuse an assignment of editorial that would break the letter or spirit of the law".

As such, ADM calls on the union to fully support any journalist who refuses to work with members of the BNP.

ADM further notes the increasing numbers of journalists appearing on the far right hate website Redwatch and calls on the government to close down the site immediately.

Cost: n/a

Gloucestershire

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

100 ADM notes:

- 1) The increasing tendency for sections of the media to report BNP members and activities in the same way they cover mainstream politicians and political parties.
- 2) The BNP is a fascist party that dons the trappings of democracy in order to attain positions of power from which it can destroy it.
- 3) That wherever, and whenever, the BNP has won local council positions, levels of racist attacks have multiplied up to four-fold.
- 4) The courage of those journalists who, despite threats to their own safety and that of their close friends and family, have systematically exposed BNP members as racist, holocaust-denying thugs.
- 5) That local authority press officers will be under enormous pressure to cooperate with elected BNP councillors.

ADM believes:

- 1) The BNP is a major threat to all ethnic minorities.
- 2) If the BNP is allowed to grow, it will become a major threat to all democratic institutions and press freedom.
- 3) Unite Against Fascism, Searchlight and other anti-racist/anti-fascist organisations, are campaigning to combat the rise of the BNP.

ADM resolves to call on the NEC to:

- 1) Give wholehearted backing to every journalist who exposes BNP thuggery.
- 2) Back members who refuse to allow BNP members to use their publication or TV/radio channel as a platform to either masquerade as mainstream politicians or broadcast racist bigotry.
- 3) Organise support for any local authority press officer who refuses to cooperate with BNP councillors. This support should be as wide as possible and include protests and demonstrations by NUJ members, council workers, trade unionists, anti racists and anti fascists. Where possible, it should include industrial action.

4) Encourage NUJ members in local authorities where BNP members have been elected to wear anti-Nazi badges while in their offices.

5) Encourage members to participate in anti-fascist activities organised by UAF, Searchlight and other anti-racist/anti-fascist organisations.

Cost: n/a

London Magazine

SOC recommends that the following motion is out of order being incapable of implementation, final para, cannot ensure no single journalist.

101 ADM applauds the initiative of the Manchester office in organising a training day for regional press members, on reporting on the BNP, allowing members in particular to learn from the substantial experience built up by journalists at the Yorkshire Evening Post and other northern titles.

ADM recognises that the media has a responsibility to expose the racist nature of the BNP and its links to fascism and thuggery, but it also has a responsibility to try to engage not only the converted but also those the BNP sees as its constituency. This means local journalists should endeavour to expose and counter the lies propagated by their mayors, councillors and local parties, in their efforts to blame ethnic minorities and migrants for housing shortages and lack of job opportunities in the area, and to question what BNP policies can offer working people, many of whom have suffered from a decade of a widening income gap and systematic under investment in local communities, including social housing together with the current economic and cultural policies that promote segregation and the increase use of cheap, vulnerable, non-unionised agency workers.

ADM recognises that the NUJ has a collective duty to do everything in its powers to protect its members and their families who face threats because of the way they cover the BNP. It instructs the NEC to work with chapels to ensure that no single journalist on any one title has to bear the brunt of covering the BNP, and that editors take responsibility for the protecting their staff should they face threats arising from their coverage.

Cost: £1,000

Oxford and District

102 This ADM believes that vital investigative work such as reporting and exposing the nature of far-right, racist and fascist groups such as the BNP is undermined by the constant budget reductions and job losses which affect wide sections of the media industry.

ADM condemns the continual cuts in budgets and staffing levels which are seriously affecting and undermining the ability of journalists to do their jobs.

This ADM calls upon the NEC to continue the Journalism Matters campaign and to highlight the dangers to political and cultural life of continuing cuts to editorial budgets and the political dangers of relying on the hard-pressed, immediate single-source reports from PA.

Cost: £1,000

Leeds

SOC recommends that the following motion is out of order being contrary to Rule 8(w), cannot instruct the NEC to give legal support.

103 This ADM notes with concern the election of BNP members to local authorities in the UK and the election of the English Democrat directly elected Mayor Peter Davies in Doncaster.

ADM recognises the BNP as a racist, sexist and fascist party and also deplores the xenophobic and bigoted policies advocated by Peter Davies which includes withdrawing council translation services and scrapping so called politically correct jobs, such as diversity officers.

ADM reaffirms its commitment to diversity and equality and instructs the NEC to give legal and political support to local government press officers who exercise a conscientious objection to promoting policies which would lead to discrimination and breach the NUJ's Code of Conduct.

Cost: n/a

Manchester

Selected motion covering motions 105 and 106. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

104 This ADM notes that the slogan "British Jobs for British Workers" that has been taken up by sections of the trade union movement.

This ADM believes that the slogan is divisive since it necessarily pits British workers against those from other countries, weakening both in their common struggle against the employers.

This ADM instructs the NEC to campaign on this issue within the TUC.

Cost: n/a

London Magazine

105 This ADM notes:
1) The slogan "British Jobs for British Workers" that has been taken up by sections of the trade union movement
2) That the BNP has adopted the slogan as the basis for much of its propaganda

This ADM believes

1) That the slogan is divisive since it necessarily pits British workers against those from other countries, weakening both in their common struggle against employers

2) That it can easily be adopted by the BNP and other fascist and racist organisations

This ADM instructs the NEC to earmark this issue for wider discussion in the TUC at the earliest opportunity.

Cost: n/a

RBI Chapel

SOC recommends that the following motion is out of order, not in accordance with the facts – what guidelines exist?

106 This ADM condemns the attempts by the media to portray the industrial dispute by the workers at the Lindsey Oil Refinery as "British Jobs for British Workers". The dispute was, in fact, over the defence of national agreements and established terms and conditions.

ADM recognises that this media distortion was a deliberate distortion in an attempt to divide workers in struggle on national lines.

ADM instructs the NEC to work with the Ethics Council to prepare strengthened guidelines for members on how to properly report on industrial disputes and ensure that the trade union case is clearly put.

Cost: £1,000

London Central

SOC recommends that the following motion is void for uncertainty of meaning – what action, para 5?

107 This ADM notes the work of the Representations of Women in the Media[†] which found significant bias in media representation of women.

Analysis of magazines found that in covers which featured people for their idealized appearance, 84% were of women and 16% were of men. In covers which featured people for what they do (sport, politics, music etc) the proportions were reversed with 85% of the images being of men and just 15% of women.

Research of newspapers found significant bias in the representation of women in leadership. Pictures and features of women in leadership were relatively rare, even at a time when they were playing a prominent part. The most frequent form of imaging was of women without much on' (as the 10 year old daughter of a researcher put it), women as shoppers or mothers.

This ADM recognises the evidence of the Representations of Women in the Media project and acknowledges the impact of gender bias in our culture.

To take seriously the role of the media in representing women, this ADM instructs the NEC to take action to promote positive and equitable media representations of women and to counter misrepresentations.

[†]Details of Representations of Women in the Media 2008 report, as presented to the NUJ Women's Conference in Feb 2009. www.bristolofawcett.org.uk/MediaRepresentation.html

Cost: £2,000

Bristol

SOC recommends that the following motion is void for uncertainty of meaning.

108 This ADM recognises the increasing number of disability cases among the population in general and NUJ members in particular.

This ADM instructs the NEC to fully recognise this new reality and call on every member to show sensibility when dealing with affected members.

Cost: n/a

London Magazine

109 This ADM instructs the NEC to bring a motion to the next ADM to amend the Code of Conduct to include the principle that journalists should seek the permission of a parent, guardian or other appropriate adult when interviewing or photographing a child with regard to a story about their welfare.

Cost: n/a

Ethics Council

SOC recommends that the following motion is out of order being contrary to Rule 26(e) and cannot be amended this year to achieve a change to the Code of Conduct and advises DMC that the Code already covers this issue. SOC also recommends that the motion is not in a proper form, should instruct the NEC to change the Code.

110 This ADM notes that the coverage of stories involving Hate Crime against Disabled People (particularly those with learning difficulties or mental health issues) has been investigated and recognised by agencies including the EHRC and the Crown Prosecution Service as seriously flawed and detrimental to the encouragement of victims in reporting such crimes to the police or third party reporting centres.

Creating an image which implies that the victim is more vulnerable to crime because of their disability is incorrect and demeaning.

This ADM therefore instructs the NEC to determine that the NUJ Code of Conduct shall incorporate a clause stipulating that a journalist shall take special care not to create a "weak, incapable stereotype" when reporting hate crime against disabled people.

Cost: n/a

Disabled Members Council

SOC recommends that the following motion is out of order being contrary to Rule 26(e), not in a proper form and cannot be amended this year to achieve a change to the Code of Conduct and is also void for uncertainty of meaning – original code?

111 This ADM instructs the NEC as a matter of urgency to reinstate within the Union's Code of Conduct the former clause 8 of the original code, namely, that which says: "While a spirit of willingness to help other members should be encouraged at all times, members are under a special obligation of honour to help an unemployed member to obtain work."

Cost: n/a

Manchester

112 ADM condemns the inadequate and biased reporting of the Gaza conflict by BBC TV, radio and online.

ADM notes that unlike Channel 4 News, the BBC's reporting made no attempt to expose or publicly challenge the restrictions on access and the blatant attempts by the Israeli government and military apparatus to influence the content of broadcasts.

ADM applauds the efforts of those courageous broadcasters who risked their lives to gather news and picture showing the reality of the onslaught on Gaza and instructs the NEC to organize a forum for debate over the ethical issues in reporting this conflict.

Cost: £1,000

Oxford and District

SOC recommends that the following motion is void for uncertainty of meaning – last para.

113 This ADM notes that:
1) Social media platforms such as Twitter, Facebook and blogging are irrevocably changing the face of journalism.
2) That many of this new wave of journalists believe the NUJ's attitude towards them is out of date.

This ADM instructs the NEC to address this problem by working with the blogging community and Twitteratti to bridge this gap and create a framework that embraces the NUJ's journalistic principles while maintaining the press freedom enjoyed by bloggers and twitterers.

Cost: n/a

London Magazine

WAGES, PAYMENTS AND CONDITIONS

Selected motion covering motions 115 and 116. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

114 This ADM condemns the ruthless attacks by media employers on wages and conditions throughout the industry. In particular, ADM condemns the practice of abolishing established grades and conditions and replacing them with new grades, most often with reduced terms and conditions and forcing employees to re-apply for their jobs as has happened at the Drogheda Independent and its sister papers. ADM calls on the NEC to resist these attacks, to support all members who resist these practices and to expose such practices as anti-union and anti-employee.

Cost: n/a

Irish South Western

SOC recommends that the following motion is out of order being contrary to Rule 25(a) – clauses 2 and 5.

115 This ADM notes:
1) Employers across every sector of the industry are using the recession to justify savage job cuts and huge increases in productivity among remaining staff
2) The one-, two- and even three-day strikes at specific workplaces have not stopped the onslaught.

ADM believes:

Much stronger action by the union is required in order to stop the employers' offensive on jobs

ADM instructs the NEC to:

- 1) Prepare for a major campaign to defend jobs and freelance contracts by holding a series of regional meetings to discuss strategy with key activists, chapel and branch officers
- 2) To not only back but seek to escalate any industrial action taken by members at a workplace by encouraging action at workplaces within the same group and neighbouring media workplaces
- 3) To call for the rest of the union to back any industrial action taken by members with workplaces, chapel and branch collections, and by sending messages of support
- 4) To encourage chapels and members in dispute to call for solidarity from other unions and union activists in their locality
- 5) To build for and encourage the strongest possible forms of industrial action, including indefinite strike action, and indefinite mandatory chapel meetings within workplaces.

Cost: £5,000 (excluding any hardship funds)

London Magazine

116 In 2009 many NUJ chapels have been forced to accept pay freezes, low pay rises and in some cases wage cuts. Some of these cost-saving measures have been agreed in order to help employers who are facing very difficult trading conditions. However, freezes and cut-backs have also been used in an attempt to preserve the very high profit margins of some employers.

ADM opposes any practice of pay freezes, low pay rises or other cut-backs affecting both staff and freelancers, designed to preserve the artificially high profits of the employer.

ADM instructs the NEC to advise chapels to take a robust stance in negotiations, including a demand for the employer to open their books.

Cost: n/a

Book

117 This ADM opposes all outsourcing and off-shoring as a means of increasing the exploitation of workers. In particular we oppose cheap-rate outsourcing of current work that has negative effects on existing media workers (both staff and freelance).

ADM therefore instructs the General Secretary to develop training/information material for union members highlighting the dangers and problems of outsourcing (focusing on quality and control issues) and how to campaign to persuade employers not to do it.

Cost: £3,000

Book

118 This ADM notes the successful lobby and protest by the NUJ and colleagues from Unite inside the Trinity Mirror AGM in May, 2009 using the proxy facilities of a company shareholder. Activists and officials were able to gain direct access to all senior board members and highlight the most pressing concerns of members at close quarters.

Therefore this ADM instructs the NEC to obtain, on behalf of the union, small shareholdings of all media plcs, enough to allow the participation of activists in their future AGMs. Control of the shareholdings shall be vested in the National Officers with discretionary powers over voting rights and policy decisions made in consultation with relevant group chapels or chapels.

It further instructs that all dividends from any shareholding shall be remitted to NUJ Extra.

Cost: Negligible, due to the crisis of capitalism

Birmingham and Coventry

119 This ADM instructs the NEC to condemn, to fight and to urge chapels to resist any attempts by media companies to try to replace collectively bargained, across-the-board pay agreements with performance-related pay (PRP) regimes, which undermine house agreements reached in good faith with the NUJ and which are unfair, arbitrary, divisive and benefit the few at the expense of the many.

Cost: £500

London Central

120 This ADM notes that:
1) Despite profits last year of £110m at Emap, group staff cuts were deemed necessary to service the massive debt of its owners Apax and Guardian Media.
2) That such cuts were not limited to Emap but to a number of other private equity owned publishers and listed magazine businesses.
3) The increasing number of redundancies, casualisation of production desks and the pooling of editorial teams among magazine publishers such as Emap, RBI and NatMags.

4) That this casualisation is leading to a degradation of journalistic standards.

This ADM instructs the NEC to campaign against casualisation and falling editorial standards by launching:

- 1) A targeted organisational and recruitment campaign in the magazine sector.
- 2) Writing to media owners demanding that staffing levels should not be reduced and that journalistic standards should be guarded.

Cost: £2,000

London Magazine

121 This ADM congratulates the Morning Star chapel for its resounding pay victory this year in the face of management smears and emotional blackmail; notes that it was only the credible threat of strike action which brought management back to the negotiating table, a vindication of the militant approach adopted by the chapel; condemns the tendency of progressive publications – such as the Morning Star, Tribune and the New Statesman – to take their journalists for granted, in contradiction to stated pro-worker aims; expresses hope that this victory signals a shift in industrial relations at the Morning Star, which is the only national daily newspaper that claims to unconditionally support the labour movement; urges all national, branch and chapel officials to purchase and promote the Morning Star and send news of union activities directly to the Morning Star chapel; and instructs NEC to reverse the decision to cease displaying the Morning Star in head office reception.

Cost: £150 pa

London Central

SOC recommends that the following motion is out of order, incapable of implementation and can't be achieved by a rule change or otherwise.

122 This ADM notes the increasing tendency for NUJ student members on unpaid work experience placements to be used as direct substitutes for paid journalists, whose work they are instructed to carry out for nothing, as a cost-cutting measure.

ADM Instructs the NEC to seek to amend the rules to give effect to the principle that NUJ student members should not be used as unpaid labour, to undermine the employment prospects and pay levels of fellow NUJ members; and to campaign vigorously against this abuse of student labour throughout the media industry.

Cost: £1,000

Edinburgh Freelance

123 This ADM instructs the NEC to campaign for a change in the law to require all employers to provide a proper Written Statement of Employment Particulars, in accordance with the ACAS guidelines for such statements, at the time of making a job or contract offer to any prospective employee, contract or freelance worker, instead of the existing provision that allows an employer to delay providing such written particulars until up to two months from the contract start date. This change is needed to enable workers of whatever description or designation to enjoy clarity in their contract terms and conditions from the outset of any employment or contract work, and to ensure that workplace health and safety requirements are met.

Cost: n/a

Manchester

124 This ADM instructs the NEC to open discussions with Her Majesty's Revenue and Customs and relevant ministers, with a view to clarifying the tax position of journalists whose work consists of both shift-work, which is often taxed on an employee basis, and freelance contributions, which may be taxed on a self-employed basis.

ADM notes that journalists who work freelance while also being regarded as employees in respect of some of their work may often pay National Insurance twice, and urges that ways of ending this situation be sought, as a matter of urgency.

Cost: n/a

Edinburgh Freelance

125 This ADM thanks the NEC for supporting the 'Photography Matters' campaign, including the conference, exhibition and ongoing work of the Photographers' Sub Committee. ADM recognises that photographers, both freelance and staff, are being hit hard by job losses, work reduction and fee and pay cuts.

This ADM condemns:

- News International and other publishers who are cutting rates paid to photographers (rates which have changed little in 15 years).
- Publishers who are trying to impose exclusive distribution and syndication deals on photographic contributors.
- Publishers who are trying to impose 'one fee for any use' contracts on photographic contributors

This ADM instructs NEC to:

1. Actively oppose and campaign against any deals which demand that photographer members give up income or rights for no extra fee
2. Continue its support of photographers, by financing the continuing 'Photography Matters' campaign, and to start and maintain a campaign of education amongst union members, journalists, the media and consumers as to the importance of quality and choice when it comes to editorial photography.

Cost £2,500

Dublin P & PR

also received from Nottingham

Please note that due to an administrative error this motion, received before the deadline for close of motions, was included at a late stage of the printing process.

126(a) This ADM recognises the severity of the crisis affecting journalism, including photographers, and applauds the EFJ Photo Journalism conference in Paris in December 2008 and the NUJ Photographers' Conference in May 2009. This ADM thanks the NUJ for its support in sending delegates to the Paris conference, and for financial support and material and personnel assistance provided for the NUJ Photographers' Conference.

This ADM notes various issues which affect photographers such as copyright and licensing, unfair contracts and fees, access issues and relations with the police which have been discussed at both conferences, and the conclusions of the Paris conference, particularly in mainstreaming photo journalism in all the activities of EFJ member unions, and improving photographers' representation in member unions.

This ADM instructs the NEC to consult with the Freelance Industrial Council and the Photographers' Sub-Committee as to how best to implement the recommendations of the Paris conference, and deal with issues arising from both conferences, and further instructs the NEC to provide support to continue the Photography Matters campaign.

Freelance Industrial Council

126 This ADM calls on the BBC to respect the principle of equal pay for equal work in the United Kingdom. It instructs the NEC to take whatever action is necessary to safeguard this principle and in particular to ensure that BBC staff suffer no disadvantage in terms of their pay and conditions because of their ethnic origin or because their jobs are funded by grant-in-aid (BBC World Service) as opposed to the licence fee.

Cost: n/a

BBC World Service

127 This ADM notes that while the BBC recognizes the NUJ as representing staff members for collective negotiations, the BBC does not recognize the NUJ for representing freelance members, whether on contract or as individual contributors.

This ADM praises the Freelance Petition that the Freelance Office is circulating and instructs the NEC to urge all Branches and Chapels to assist with circulating this petition.

This ADM notes some past unwillingness from the BBC to pay for individual freelance's material on the BBC website (while paying for agency material), lack of logging freelance stories used on radio and TV bulletins, and pushing contract freelances to accept holiday pay as inclusive of their shift or day rate rather than in addition as it used to be, different shift rates at different BBC locations, and also pressing freelances to undertake some BBC training at their own time and expense.

This ADM notes that some points were raised with the BBC by the Broadcasting Organisation some years ago, and this ADM welcomes Chapel support for freelances over these issues.

This ADM instructs the NEC to take up these matters directly with BBC management and press for a fair and professional resolution for all freelances.

Cost: n/a

Bristol

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

128 This ADM notes with concern that many freelances continue to encounter unnecessary difficulties in being paid as self-employed sole trading contractors for contributions to courses and other events run by colleges and universities.

ADM is appalled that such institutions seem unable to establish systems for paying such contributors gross, in line with their status with HM Revenue and Customs in the United Kingdom without delays of several months, follow-up correspondence and, in some instances, the threat of legal proceedings.

This ADM calls upon the general secretary to write to the secretary of state responsible for this sector in England, and similar appropriate ministers in Wales, Scotland, Northern Ireland and the Republic of Ireland to ask for governments to direct such institutions and their funding bodies to ensure that freelance contributors are paid expediently and in terms with their legal tax status.

This ADM also calls upon the general secretary to:

- write to the general secretaries of the UCU and similar trades unions to highlight these concerns and to ask them to circulate guidance to staff commissioning contributions from freelances about how to ensure full and prompt payments,
- to write to bodies representing those in charge of higher and further education institutions to highlight this shortcoming and asking them to take action to solve this problem as soon as possible and

(c) calls upon the Professional Training Committee to write to all NUJ members working in further/higher education to alert them to these concerns and provide them with guidance about how best to support any freelance colleagues they wish to engage.

Cost: £500

Leeds

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no decision of ADM required, NEC provides such information.

129 This ADM notes that freelance journalists and photographers have experienced a massive deterioration in work available and have come under increasing pressure to perform the same work for reduced rates of pay.

ADM also notes an increasing trend towards re-use of work submitted without paying the appropriate fees, a trend that is particularly evident in photography. ADM further notes that some media-owners are trying to compel freelance photographers to relinquish copyright to enable them, the owners, to make money on sales of photographs without entering any proper agreements with photographers.

ADM instructs the NEC to provide information on copyright rights to all freelances and branches.

Cost: n/a

Irish South Western

HEALTH AND SAFETY

130 This ADM instructs the NEC to support the UK All Party Parliamentary Group on Occupational Safety and Health in its campaign for:

- The setting up of a scheme by the UK government that will pay compensation to those injured at or by work where their employer's insurer cannot be found. This is currently a big problem, particularly for asbestos disease victims.
- The setting up of a national statutory database which records all employers insurance policies so this can be searched should anyone suffer an injury and their employer's insurance is unknown. This would be extremely helpful in asbestos disease cases where the disease can develop many years after exposure.

Cost: n/a

Press and PR

SOC recommends that the following motion is out of order being contrary to Rule 8(x) and is incapable of implementation – broader labour movement.

131 This ADM calls for action rather than words from the UK government by strengthening worker and union safety representative rights on the issue of workplace health and safety.

Praise from the British Prime Minister on Workers' Memorial Day for trade unions and safety reps in tough political times is not enough. Especially as the government still refuses to increase union reps' rights under the Safety Representatives and Safety Committee Regulations, despite the greater majority they consulted telling them they should. Plus workers still do not have the right to refuse dangerous work without fear of victimisation.

This ADM instructs the NEC and its delegates to the TUC and elsewhere to make this a key campaigning issue for the union and the broader labour movement.

Cost: £1,000

Press and PR

TRAINING

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

132 This ADM notes:
The success of NUJ Training.

That the first casualty of a recession is often company training budgets.

This ADM instructs the NEC to invest in NUJ training courses to provide high quality courses for members across all sectors.

Cost: n/a

London Magazine

THE JOURNALIST

Selected motion covering motion 134. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

133 ADM notes the process of convergence means that journalists now routinely produce both print and online copy and the editor of the union's journal works for online as well as print publication.

ADM also notes that union rules allow that the editor has editorial control only over online content "taken from the union's journal". ADM believes this is insufficient for the editor's new role, since it fails to account for web-only content published under the Journalist title.

ADM therefore instructs the NEC to bring to next year's ADM a motion to change the rules to give effect to the principle that the editor shall have additional editorial control over "union and other website pages holding content taken from or associated with the union's journal, written or commissioned by the editor".

Cost: n/a

Press and PR

134 ADM notes that Rule 10 (f) declares that an elected editor 'shall edit the union's journal'. ADM instructs the NEC to bring to the next ADM a motion to amend the rules to give effect to the principle that all editorial content on the NUJ website shall be under the independent control of the elected editor of the union's journal, unless the editor agrees to cede control of specific content for a specified purpose and for a specific period of time.

Cost: n/a

Leeds

Selected motion covering motions 136, 137, 138, 139, and 140. Tabling bodies of motions covered should now resubmit them if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

135 ADM declares that effective communications are essential for the Union and is therefore worried at the communications strategy (if that is what it is) adopted by the NEC and at the directions taken by both the Journalist and on line.

The cut back of the Journalist editions by half and the intention to supplement the print on paper and its distribution to all members replacing it by on line material in itself sends the wrong signals to the employers to whom the NUJ is trying to emphasise the value of newspaper production particularly locally and the employment of our members in that medium

ADM is further concerned at the direction the NUJ's on line publishing has taken by not ensuring that on line material is used in concert with the Journalist following up news and features to ensure that events can be followed in a cohesive fashion.

ADM stands by its judgement that the Journalist "should become a more visible daily presence on the NUJ website". ADM notes that the frequency of the printed Journalist has been reduced to six a year on the clear understanding that this would be done.

The fact that the NEC has not followed this advice has led to a situation where different NUJ bodies; the Officials, the NEC and the Campaigns Department, for example, use the on line technology to inform and publicise their own particular causes of the day ... the online picture is of a mess.

The Journalist in this situation is being pushed into becoming a cross between a picture led kind of OK magazine and Agony Aunt Letters column.

ADM instructs the NEC to ensure, without further delay, that the NUJ's website includes a visible daily presence of the Journalist, edited by the elected Editor, as required by Composite G passed by ADM in 2008.

ADM further instructs the NEC to implement, without further delay, the integration of the Journalist's Editor into the Union's Campaigns and Communications Department.

Cost: n/a

North Wales Coast

136 ADM notes that effective communications are essential for the union and welcomes the progress that has been made towards implementing Composite G passed at ADM 2008, which called for improvements in the union's communications strategy and for the Journalist to become "a more visible daily presence on the NUJ website".

However, ADM is concerned that more progress has not been made, notably towards ensuring that the Journalist should have a greater presence on the NUJ website. ADM notes that the frequency of the printed Journalist has been reduced to six issues a year on the clear understanding that this would be done.

ADM regrets that the ability of Journalist (in whatever format) to report and reflect the range of activity by NUJ members has been hampered at a time when members have been facing cutbacks, job losses and other threats. ADM regrets that the ability of NUJ members to communicate with each other via the Journalist (in print and online) has been reduced at such a critical time.

ADM instructs the NEC to ensure, without further delay, that the NUJ's website includes a visible daily presence of the Journalist, edited by the elected editor of the Journalist.

ADM further instructs the NEC to implement, without further delay, the integration of the Journalist's editor into the union's campaigns and communications department.

Cost: n/a

Leeds

137 This ADM regrets the lack of progress in making The Journalist a visible daily presence online, especially when the number of printed editions was reduced on the understanding that this would happen.

Therefore this ADM urges the NEC to rapidly implement previous ADM policy that confirms The Journalist Editor's independence and instructs the NEC to ensure the union's website pages shall be under the editorial control of the The Journalist Editor excepting those that the Editor has agreed to cede control of.

Cost: n/a

Birmingham and Coventry

138 ADM declares that effective communications are essential for the union and welcomes the progress that has been made towards implementing Composite G passed at ADM 2008, which called for improvements in the union's communications strategy.

However, ADM is concerned that more progress has not been made, notably towards ensuring that the Journalist "should become a more visible daily presence on the NUJ website". ADM notes that the frequency of the printed Journalist has been reduced to six a year on the clear understanding that this would be done.

ADM regrets that the ability of Journalist (in whatever format) to report and reflect the range of activity by NUJ members has been hampered at a time when members have been facing cutbacks, job losses and other threats. ADM regrets that the ability of NUJ members to communicate with each other via the Journalist (in print and online) has been reduced at a critical time.

ADM instructs the NEC to ensure, without further delay, that the Journalist becomes a visible daily presence online, on a separate site, replicating the independently edited magazine, prominently linked to the NUJ site.

Cost: £2,000

**Manchester
also received from Press & PR**

139 This ADM recognises that the editorial independence of the Editor of the Journalist is a necessary and important Union tradition.

ADM therefore instructs the NEC to ensure that the Journalist Editor's editorial independence is upheld wherever material from the Journalist appears and whether it is in printed or electronic form, including Journalist material which appears on the Union's website.

Cost: n/a

Manchester

140 This ADM welcomes the review of union communications carried out by the Campaigns and Communications Officer, editor of The Journalist, Irish Secretary and Scottish Secretary and the work that has been done to improve union communications through NUJ Active, more regular updating of the website, dedicated newsletters/email alerts and the redesign of The Journalist.

ADM believes steps should continue to be taken to seek to ensure union communications facilitate and encourage members in carrying out their union activity and participating in union activity.

ADM regrets the failure to implement in full the motion from ADM 2008 regarding the integration of The Journalist online.

ADM therefore instructs the NEC to establish, as soon as possible, a new comment section of the NUJ website, under the editorship of the Editor of The Journalist, which will bring together a wide range of comment-based features including an expanded letters section, opinion pieces, columns and opinion-led features, discussion forums and online debates and to enhance the interactivity of the union's site.

ADM believes such a proposal protects the editorial independence of The Journalist, provides significant additional new means online for members to express their opinion and participate in union activity and avoids costly duplication, competition and potential confusion in respect of the NUJ's industrial work and policy positions.

Cost: £2,000

Oxford and District

INTERNATIONAL

141 ADM notes with alarm the scale and gravity of the continued death toll of media staff through the world. Every year scores of journalists are targeted, brutalised and done to death. In Iraq over 290 journalists were killed since the beginning of the invasion, 19 of them at the hand of US forces. In Russia, over 300 journalists died since 1993.

ADM welcomes the work done by the IFJ in the last few years in facing this challenge by exposing and protesting the murders of journalists wherever they take place, by organising globally to set up campaigns in regions where the death tolls are the highest, and by seeking to develop safety programmes mostly through the International News Safety Institute.

ADM however believes that more must be done to work with war crimes enforcement agencies in tackling impunity. ADM regrets that the successful resolution 1738 adopted in 2006 by the UN Security Council is yet to be implemented.

ADM further welcomes the launch by the IFJ of an international support committee bringing together the families of killed journalists to lobby for justice and humanitarian assistance in cases where they need long-term legal, moral and material support.

ADM instructs the NEC to support the work of this committee and render assistance to representatives of the families of killed NUJ members so they can become involved.

Cost: £1,000

National Executive Council

SOC recommends that the following motion is void for uncertainty of meaning – make existing legislation in Russia to make the killing?

142 ADM welcomes the launch by the International Federation of Journalists and the Russian Union of Journalists of the report “Partial Justice”, the first of its kind documenting the killing of journalists in Russia between 1993 and 2009.

ADM notes that the report listed over 300 deaths and disappearances of journalists throughout this period, few of which have been properly investigated and their killers still escape justice.

ADM thanks Russia’s two leading media monitor campaigns – the Glasnost Defence Foundation and the Centre for Journalism in Extreme Situation – which contributed invaluable records to the report.

ADM also welcomes the dramatic improvement in reporting the killing of journalists thanks to the campaigns by colleagues, families and their union.

ADM instructs the NEC to fully support the campaign by its sister union in Russia to improve the safety of its members, lobby to make existing legislation in Russia to make the killing or attempted murder of a journalist a more serious offence and to make the authorities, the judicial system and the law enforcement agencies tackle impunity wherever it appears.

Cost: £1,000

National Executive Council

143 ADM applauds the determination by the Zimbabwean Union of Journalists to defend its members under attack and stand for press freedom and social justice under difficult and deteriorating conditions, including harsh security and media laws.

ADM welcomes and endorses the efforts by the NUJ, working with the TUC, to set up a trade union capacity building programme that will help ZUJ strengthen its structures, improve its internal democracy and develop its ability to defend and advance its members’ professional and social rights.

ADM thanks all the union branches that have helped financially and all those members who donated equipment to help ZUJ create a working environment for its freelance members. ADM believes that the overall focus should be to ensure that Zimbabwean journalists improve their working conditions and defend their rights.

ADM instructs the NEC to continue to develop this work and help the leadership of ZUJ build themselves into a strong and self-sustained trade union of journalists in Zimbabwe.

Cost: n/a

National Executive Council

144 ADM condemns unreservedly the massacre perpetrated by Israel Defence Force in its three-week aerial bombing and land invasion of Gaza resulting in more than 1300 people killed and 5500 wounded. It notes that, according to Palestinian medical sources, more than 400 of those killed were children, while Israeli sources estimated that three Israelis died as a result of Palestinian missiles. ADM condemns the blockade by the Israeli government on foreign media entering Gaza during their military invasion of the Strip.

ADM recalls that throughout the last 20 years of this painful conflict, the NUJ has always sought to be on the side of the oppressed and dispossessed and reaffirms its policies passed by ADM, giving priority to solidarity with our journalist colleagues in the West Bank and Gaza and their fight for physical survival, professional recognition, welfare and decent social and working conditions.

ADM accordingly condemns the targeting of media and the killing of at least four Palestinian journalists during the three-week operation in Gaza:

According to the Palestinian Journalists Syndicate, the four journalists who were killed were; Hamza Shahin, a photographer with Shehab News Agency, died on December 26; Basel Faraj, who worked as a cameraman for the Algerian TV network ENTV, died on January 6; Eyhab Al Wahidi, who worked as a cameraman for the Palestinian Broadcast Corporation in Gaza was killed on January 8 with his wife and mother-in-law and Ala Mortaji, a reporter for a local radio Alwan died on January 9.

ADM welcomes the call issued by the IFJ following its mission to Gaza, for an investigation into violations of Geneva conventions protecting journalists in armed conflicts and disregard for United Nations Security Council Resolution 1738, which in 2006 called on member states to protect journalists in conflict zones. It regrets the UN has so far failed to take any action on this.

ADM reiterates its call on all parties to conflicts in the region, whether Israeli or Palestinian, to respect the safety of journalists and their right to do their job.

ADM therefore reaffirms the NUJ’s responsibility towards the Palestinian Journalists Syndicate and its members, and instructs the NEC to press the IFJ to continue its support for these journalists through their union, including help in dealing with the day-to-day problems of journalists and their families.

Cost: n/a

Oxford and District

145 This ADM notes:

1. The appalling loss of life and journalists’ first-hand reports of the targeting of civilians, schools and UN facilities during Israel’s assault on Palestinians in Gaza December 2008 and January 2009.
2. Israel’s ongoing bulldozing of Palestinian homes and attacks on peaceful demonstrators.
3. Desmond Tutu’s description of Israel’s long-term treatment of the Palestinian people as “an abomination.”
4. Ex-US President Jimmy Carter’s statement that Palestinians “are treated like animals” and his description of the Israeli occupation as “apartheid.”
5. The call by the Scottish TUC for a campaign of boycott, disinvestment and sanctions against Israel.
6. UK juries’ findings that the Israeli military killed British citizens Tim Hurdall and filmmaker James Miller.
7. The sale of £18.8 million of British arms to Israel in 2008, up from £7.5 million in 2007.

This ADM condemns the Israeli ban on reporting by UK and other foreign journalists from Gaza during the assault.

ADM congratulates journalists who have risked their lives to report the full horror of the attacks following the Israeli withdrawal and who continue to report the suffering of Palestinian victims of the Israeli blockade.

This ADM instructs the NEC to:

1. Call for an immediate end to the siege and sales of arms from Britain to Israel.
2. Participate in the next fact-finding trade union delegation to Palestine/Israel and support calls for an investigation into the treatment of journalists during the Israeli attacks on Gaza.

Cost: £1,000

South Yorkshire

146 This ADM:
1. affirms that it will continue to monitor the situation regarding attacks and death threats towards journalists in Sri Lanka.
2. recognises that journalists in Sri Lanka are facing real dangers in carrying out their work and face obstruction and repression from the Sri Lankan government.

ADM instructs the NEC to continue with the assistance it has so far given to journalists facing persecution in Sri Lanka.

ADM instructs the NEC to continue campaigning against the denial of basic civil and democratic rights, and to defend freedom of speech and the media in Sri Lanka.

Cost: £500

Swansea

147 This ADM notes the anti-Sikh massacres that took place in November 1984 throughout India, following the assassination of the Indian Prime Minister Indira Gandhi.

ADM is alarmed that 25 years on, none of the key perpetrators have been brought to justice.

ADM calls upon the delegates to study the report 1984 Sikhs' Kristallnacht www.ensaaf.org./pdf/reports/kristallnacht.pdf which documents the events from a wide range of sources.

ADM instructs the General Secretary to write to the Secretary of State for Foreign and Commonwealth Affairs urging the British Government to raise this matter with the Indian High Commissioner.

Cost: n/a

Book

148 This ADM condemns the action of the Governor of California, Arnold Schwarzenegger, in eliminating the budget for books for schools in the State of California as a cost saving measure, maintaining that books are out of date and that school pupils should exclusively use the Internet for educational purposes.

ADM declares that while the internet has a role in supplementing educational print media, there will always be a place for books for reference, education and study.

ADM instructs the NEC to make the Union's concerns on this issue known to the US Embassies in Dublin and London.

Cost: n/a

Book

TRADE UNION RIGHTS

149 This ADM abhors the existing UK law on secondary industrial action and notes that Johnston Press plc were able to outsource production of the Yorkshire Post and Yorkshire Evening Post to PA and then to print the Yorkshire Evening Post at a separate subsidiary company at Dinnington in South Yorkshire without fear of impediment, protected by this outdated UK legislation outlawing secondary industrial action.

This ADM notes that under UK law employers are free to outsource all activities during a dispute while employees at any outsourced company are prohibited from taking any action in support of the primary dispute.

Therefore, this ADM instructs the NEC to campaign for a change in the UK law to redress the balance of power during industrial disputes so that employers can no longer undermine the cause of their workers in this way, by involving the TUC and all trade unions and supportive political bodies and organisations, and the NUJ Parliamentary group in a determined effort to introduce such new legislation during a forthcoming session of parliament.

Cost: £1,000

Leeds

SOC recommends that the following motion is out of order, not in accordance with the facts (not all legally guaranteed time) and is incapable of implementation – cannot ensure (last para).

150 This ADM notes the increasing difficulties facing properly elected union reps, as chapel and branch officers or members of policy-making bodies, in obtaining their legally guaranteed time under the Trade Union and Labour Relations (Consolidation) Act 1992 for union duties as employers reduce staffing levels too far.

This ADM instructs the NEC to work with the TUC and all interested political organisations and the NUJ Parliamentary group to campaign to ensure that all employers are aware of this legal requirement in the United Kingdom.

This ADM instructs the NEC to support all properly elected union reps and officers in recognised workplaces to ensure that they get such paid time to carry out their duties.

Cost: £1,000

Leeds

151 This ADM supports all Union activists who are discriminated against because of their membership of the NUJ.

ADM notes that this support has not always been reflected in the way activists have been treated by the NEC.

ADM therefore instructs the NEC to ensure that those activists who have been subjected to discrimination because of their membership of the NUJ receive the full backing of the Union in order to expose that discrimination.

Cost: n/a

Manchester

152 ADM notes that 2009 is the 25th anniversary of the great miners' strike of 1984-85 and welcomes the publication by the Campaign for Press and Broadcasting Freedom of *Shafted: The Media, the Miners' Strike and the Aftermath*.

ADM further recognises that the Conservative government mobilised all of the resources of the state to defeat the strike. With the exception of a few honourable journalists, the media was complicit in this, playing a significant role in the destruction of mining communities and the industry.

ADM recognises that the responsibility for this does not rest with individual journalists and reporters, but with senior editors and news controllers acting on the behest of their owners and controllers. The important exception was local and regional newspapers rooted in mining communities which did often report in a more balanced way.

ADM also notes that during the miners' strike there were over 70 industrial correspondents and reporters. Now there are, at most, three with a specialist industrial brief.

As trades unionists confront the worst recession since the 1930s, the vital role of journalists on local and regional newspapers being able to report the impact of the economic crisis on jobs and local industry is being undermined by the savage cutbacks in jobs by the big regional newspaper groups.

ADM instructs the NEC to inform other trades unions and the TUC of this situation in order to gain wider trade union support for the campaign to defend jobs and standards in the local and regional media.

Cost: £500

Leeds

MEMBERSHIP

153 This ADM believes that the provision of Rule 3 governing the election, transfer and termination of membership are an impediment to ongoing recruitment within the union.

ADM recognises the need to scrutinize all applications and to ensure that only those eligible for membership are elected by the NUJ.

ADM resolves that the current procedures adopted by the union are inefficient.

ADM instructs the NEC to establish a working party to review Rule 3 with a view to introduce a more efficient application system.

Cost: £2,000

Irish Executive Council

Selected motion covering motion 155. Tabling body of motion covered should now resubmit it if and where necessary as an amendment to the selected motion. Amendments from other tabling bodies should be made to selected motion only.

SOC recommends that this motion is subject to recommendation as to urgency.

154 This ADM 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." ADM believes this is restrictive and will prevent many members from being considered for Life membership and from meeting these requirements.

ADM therefore instructs the NEC to amend the rules, with specific reference to Rule 2 (d) (iv), to give effect to the principle that active members with less than 40 years membership but at least 30 years membership shall not be deprived of qualification to be considered for Life membership.

Cost: Up to £320,000 pa

Edinburgh and District

SOC recommends that this motion is subject to recommendation as to urgency.

155 This ADM instructs the NEC to amend the rules as a matter of urgency to give effect to the principle that life membership shall be granted after 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) or after thirty years total membership, including at least the five years prior to retirement, if the member has permanently retired from employment.

Cost: Up to 320,000 pa

National Executive Council

SOC recommends that the following motion is out of order, not being in a proper form, no rule change required.

156 This ADM, recognises that the monitoring of Lesbian, Gay, Bisexual and Transgender members, which is TUC policy, is a first step in gauging the extent of the union's gay community.

ADM therefore instructs the NEC to include a monitoring question on sexuality on new membership application forms and survey existing members to ask whether they would like to register their LGBT status with the union and to reassure them that this information would be kept completely confidential and is, like all other monitoring questions, completely voluntary.

This ADM notes that if the union's rules need amending to achieve this aim, the NEC will do so according to the principle contained in this motion.

Cost: n/a

Equality Council

SOC recommends that the following motion is out of order being contrary to Rule 26(d) – must be change of principle, not textual, ie must mention withdrawal of associate membership

157 This ADM instructs the NEC as a matter of urgency to amend the rules to delete Rule 2d(viii) and to amend Rule 2d(i) to give effect to the principle that an applicant who "satisfies the NEC he or she is carrying out significant journalistic work and has a continuing commitment to journalism and trade unionism" shall be entitled to become full members.

Cost: n/a

National Executive Council

RECRUITMENT

158 This ADM notes the huge problems caused by the outsourcing of newspaper production work to PA by Yorkshire Post Newspapers during the dispute there between the Yorkshire Post and Yorkshire Evening Post chapels and Johnston Press plc, enabling the company to keep newspapers on the streets throughout the dispute and undermining the effectiveness of walk-outs and mandatory chapel meetings.

This ADM instructs the NEC to carry out a concerted recruitment campaign at PA and to support members working for PA in forming chapels and to bid for recognition.

This ADM also instructs the NEC to investigate scheduling a future ADM in the vicinity of Howden, home of the PA "news factory", and to report back to the next ADM.

Cost: £5,000

Leeds

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no decision of ADM required and is also void for uncertainty of meaning (forks?)

159 This ADM notes that retention of existing members and recruitment of new members is vital for the union's survival. This can only be achieved by the union being seen to be relevant to their working lives by all activity being firmly rooted in delivering tangible benefits to members. This is particularly true when the working environment and very nature of work of journalists is rapidly changing.

ADM also notes the slow progress, if any, in increasing the involvement of union members from equality strands and younger members, in the NUJ's representative bodies and conferences and accepts that without the active involvement of people across the equality strands and younger people the union cannot accurately or effectively be the voice of journalists nor have a secure future.

ADM calls on the NEC to:

- ensure the overwhelming thrust of all union activity and expenditure is to provide these tangible and identifiable benefits to journalists and avoid wherever possible the allocation of staff time and resources and union funds to activities that are not directly related to our members' work.
- organise a campaign to publicise the benefits of NUJ membership and highlight the way the union's funds are allocated, demonstrating the tangible and direct benefits to members and therefore the reasons to join or remain members of the union, with specific materials and activities to target younger people and people from the equality strands.
- deliver a campaign to increase the participation of younger people throughout the organisation, its committees and conferences. This campaign must be grass-roots focused to increase all participation and not tokenistic such as creating quotas.
- oppose any measures including proposed rule changes that would limit involvement by all members in the union, such as quotas and gender balancing and instead encourage involvement by every member of the union irrespective of their gender, race, class, faith, age, ability or sexual orientation.
- include in its scheduled meetings ongoing reports specifically on the above campaigns, the reports to contain resources allocated, actions planned and actions taken and measurable impacts and forks for these reports to be circulated to all relevant NUJ councils and committees, including the national executive councils.

Cost: £5,000

Cardiff

160 This ADM notes that the NUJ has been conspicuously inactive in communicating with younger activists and encouraging them to become more involved with the union's councils and committees and other activities.

This ADM instructs the NEC to investigate ways to nurture the skills of the NUJ's younger members, thereby ensuring the union's future, such as by allocating a full time officer to work with new reps and organisers who would support them and give them the confidence to become our union's future leaders.

ADM also instructs the NEC to present a plan of action for the next successive three years to the next ADM.

Cost: n/a

Leeds

161 ADM 2003 agreed to 'promote even more actively the recruitment of internet journalists'.

Despite significant efforts by staff and lay members this remains a sector where our potential membership massively outweighs those we currently protect.

This ADM instructs the NEC to put greater focus on the recruitment of workers in 'new media', including forging relationships with relevant professional bodies, exhibiting at trade fairs targeted at potential members, and engaging with the trade press.

Cost: £5,000

Book

ADM ELECTED BODIES

The names of nominating are given in italics after the names of nominees. Members who have indicated that they are prepared to accept nomination are marked with +. Members who do not confirm acceptance of nomination by 23 September 2009 will be removed from the list of those to be elected in the 2009 Final Agenda.

Where there is a ballot, members who wish to stand should send a 50-word statement to Leyla Yusuf by 23 September 2009 otherwise the Final Agenda will read "No statement received".

*Denotes ballot required if all nominees accept.

APPEALS TRIBUNAL *

(9 to be elected)

- +BALES, Mitzi, *Book, Oxford and District*
- +BARRETT, Eddie, *Oxford and District, Paris, Press & PR*
- +COLTART, Ann, *Book, Edinburgh & District, Glasgow*
- +KELLY, Rosaline, *Irish South Eastern, Netherlands, Portsmouth*
- +MacKEITH, Bill, *Book, Oxford and District*
- +PIRANI, Simon, *London Freelance*
- +RAISS-TOUSI, Ali, *BBC World Service*

DISABLED MEMBERS' COUNCIL*

(10 to be elected)

- +BROOKES, Stephen, *Manchester*
- +COLTART, Ann, *Glasgow*
- CONNOLLY, Kyran, *Press & PR*
- +DJAKSAM, Themon, *London Magazine*
- +GALPIN, Ann, *Cambridge, Press & PR*
- +HARRISON, Ken, *Manchester*
- +PRESTON, Michael, *London Freelance*
- +WELLS, Kit, *Leeds, Press & PR*

EQUALITY COUNCIL *

(7 to be elected)

- +ABOUZEID, Nahed, *BBC World Service*
- +CHARLES, Gemma, *London Magazine*

+COLTART, Ann, *Book, Edinburgh & District, Glasgow, Oxford and District*

- +CONNOLLY, Kyran, *Book*
- +ELLIOTT, Cathryne, *Norfolk*
- +GERAGHTY, Nora, *Dublin Newspapers*
- +HAMMOND, Jane, *Press and PR*
- +HEALY, Pat, *London Freelance*
- +JEWELL, Jonathan, *Press & PR*
- JONES, Sian, *Press & PR*
- +JONES, Tim, *Newcastle*
- KATWA, Dhiren, *Birmingham & Coventry*
- +KEEPING, Deborah, *Glasgow*
- McHENRY, Carmel, *Press & PR*
- +MORAN, Rhetta, *Manchester*
- +RAN, Mindy, *Book, Netherlands, Press & PR*
- +SMITH, Mike, *Cardiff*
- TAMAN, Alan, *Birmingham & Coventry*
- +TAZIB, Safiullah, *London freelance*
- +ZABA, Christina, *Bristol*

EUROPEAN FEDERATION OF JOURNALISTS *

(1 to be elected)

- +BARSBY, John, *BBC London, East Yorkshire, Newcastle, Norfolk, Nottingham*
- +BOUMELHA, Jim, *Newcastle*
- +FAIRLEY, Jan, *Edinburgh Freelance*
- +GOSLING, Tony, *Bristol*
- HOLDERNESS, Mike, *London Freelance*
- +WHITE, Barry, *Leeds, London Freelance, Press and PR*

INTERNATIONAL FEDERATION OF JOURNALISTS TRIENNIAL CONGRESS 2010 *

(4 to be elected)

- +BARSBY, John, *BBC London, East Yorkshire, Newcastle, Norfolk, Nottingham*
- +BOUMELHA, Jim, *Birmingham & Coventry, Book, Newcastle, London Central, Oxford and District, Paris, Press and PR*
- +FAIRLEY, Jan, *Edinburgh Freelance*
- +MAISOKWADZO, Forward, *Bristol*
- +NORRIS, Robert, *Netherlands, Portsmouth*
- +PRESTON, Michael, *London Freelance*
- RAN, Mindy, *Netherlands*
- +WHITE, Barry, *Glasgow Broadcasting*
- +WORKMAN, Michael, *BBC World Service*

JOURNALIST EDITORIAL ADVISORY BOARD *

(7 to be elected)

- +BROPHY, John, *Dublin Freelance*
- +CHAPMAN, Simon, *Bristol*
- +CONN, Gita, *Manchester*
- +GOSLING, James & WHITE, Barry, *(JS) Press and PR*
- +HAMMOND, Jane, *Press and PR*
- +HARCUP, Tony, *Leeds*
- +HUNT, Niall, *London Magazine*
- +McCANN, John, *Glasgow*

+O'NEILL, Stalingrad, Birmingham and Coventry, Oxford and District
+QUINLAN, Ronan, Dublin
Freelance, Leeds
+YOUETT, Chris, Birmingham and Coventry

PENSIONERS' COMMITTEE/ COMMITTEE OF BRITISH NATIONAL PENSIONERS' CONVENTION *

(6 to be elected)

+COLTART, Ann, Book, Edinburgh & District, Glasgow
+FOOT, Monica, Press & PR
+FLATT, Jane, Norfolk
+HARKNESS, Charles, Press and PR
+HEALY, Pat, Book, London
Freelance, Press & PR
+JONES, Roy, North Wales Coast
+McCONNELL, Louis, Belfast and District
+NORRIS, Pauline, Book,
Netherlands, Press & PR
O, John, Birmingham & Coventry

PROFESSIONAL TRAINING COMMITTEE *

(6 to be elected)

BAINES, David, Newcastle
+FROST, Chris, Merseyside
+HAMMOND, Jane, Press and PR
+HARCUP, Tony, Leeds
+McGOWAN-LOWE, Mick, East
Yorkshire, Leeds
+NORRIS, Robert, Portsmouth
+PEASEY, Diana, Nottingham
+THEOPHILOU, Sofia-Chezene,
London Central
+WAJID, Arjumand, BBC World
Service
+WHEAL, Chris, Leeds, London
Freelance, Press & PR

STANDING ORDERS COMMITTEE *

(5 to be elected)

+HARKNESS, Charles, Press and PR,
Oxford and District
+HEALY, Pat, London Freelance,
Oxford and District

+LISTER, John, Oxford and District
+MACLEOD, Rory, Oxford and
District
+NORRIS, Pauline, Birmingham
& Coventry, London Freelance,
Netherlands, Oxford and District,
Portsmouth

TUC DELEGATION *

(3 to be elected)

+BEAKE, David, Book, Norfolk
+DAVIES, Tom, London Freelance
+DELONG, Donnacha, London
Central, Oxford and District
+HALPIN, Anita, Book, Oxford and
District, Press and PR
+JEWELL, Jonathan, Press and PR
+LEZARD, Tim, Bristol,
Gloucestershire
+NORRIS, Robert, Birmingham &
Coventry
SMITH, Debbie, Press & PR

WOMEN'S TUC DELEGATION *

(5 to be elected)

+COLTART, Ann, Book, Edinburgh &
District, Press & PR
+CUDDIHY, Deedee, Glasgow
+HALPIN, Anita, Press and PR
+HUNT, Amy, Newcastle
JONES, Sian, Press & PR
+LADBROOK, Katy, Bristol
+NEYSMITH, Elettra, BBC World
Service
+RASBASH, Cath, Book

NATIONAL EXECUTIVE COUNCIL 2009–11

Ballots will be conducted by the Electoral Reform Society, who will act as the independent scrutineers in accordance with Section 49 of the Trade Union and Labour Relations (Consolidation) Act 1992. Candidates have been asked to provide a statement not exceeding 400 words and a list of union offices held. This will form part of the ballot paper and will be sent to all members eligible to vote (Rule 22). The Electoral Presiding Officer appointed to arbitrate on all matters of dispute relating to these ballots is the Deputy General Secretary, Michelle Stanistreet (Rule 22).

* denotes ballot required

JS denotes job share

BLACK MEMBERS (1)

SANKORE, Rotimi

DISABLED MEMBERS (1) *

BROOKES, Stephen/
COGLAN, John (JS)
WELLS, Kit

INDUSTRIAL SEATS

(all one seat)

BOOKS *

CONNOLLY, Kyran
QUINN, Susannah

BROADCASTING *

BEAKE, David
SERPELL, Nick

FREELANCE

DAWSON, Tim

MAGAZINES

HUNT, Niall/
WROBEL, Peter (JS)

NEW MEDIA

DELONG, Donnacha

NEWSPAPERS AND AGENCIES *

ARMSTRONG, Julia/
TURNER, Philip (JS)
KING, Raymond

PR AND INFORMATION *

CARSON, Gerry
HALPIN, Anita

GEOGRAPHICAL SEATS

(See figure in brackets for number of seats to be elected)

CONTINENTAL EUROPE (1)

APTER, Jeff/
HUNT, Philip (JS)

EAST ANGLIA (1)

BARSBY, John

LONDON (4) *

DAVIES, Tom
GIBSON, Alan
JEWELL, Jonathan/
SMITH, Debbie (JS)
SUTCLIFFE, Phil
VICARY, Pierre
WHITE, Barry

MIDLANDS OF ENGLAND (1) *

GOULDEN, Barbara/
LYNCH Lucy (JS)
JENKINS, Peter

NORTH EAST ENGLAND (1)

CHRISTIE, Adam

NORTH WEST ENGLAND (1) *

FROST, Christopher
TOOMER, David

NORTHERN IRELAND

McCANN Eamonn/
MILLER, Robert (JS)

REPUBLIC OF IRELAND (2)

BROPHY, John/
NI FHLARTHA, Bernadette (JS)
McCALL, Barry

SCOTLAND (2)

DOHERTY, James
MURRAY, Peter

SOUTH EAST ENGLAND (3)

BOUMELHA, Jim
HENDRY, Philip
SMITH, Andrew

SOUTH WEST ENGLAND (1)

LEZARD, Tim

WALES (1) *

BIRTWISTLE, Michael/
TAYLOR Neil (JS)
HAINES, Lila/
SMITH, Michael (JS)

HOW TO WRITE AN AMENDMENT

Quote the number of the motion or selected motion you are amending.

Refer to the line number and use this preferred style: Line #, delete "xxxxx" insert "yyyy".

If your motion is covered by a selected motion, please amend the selected motion. This will allow SOC to compile a representative composite motion which will assist conference business and prevent duplication of debate.

Do not submit the entire motion as amended. This is confusing and may result in your amendment being recommended "out of order".

Addendums should start: "Add at end ..."

Take careful note of the SOC recommendations and if you require help contact a member of SOC before your tabling body meeting.

Contact numbers and email addresses are as follows:

Chair: Pauline Norris 01243 670754, 07748 521183 or mediapack@btinternet.com

Vice-Chair: Charles Harkness 07745 127814 or donaldharkness@btinternet.com

Pat Healy: 020 8968 5392 or pathealy23@btinternet.com

Rory MacLeod: 07786 322872 or rorymacl@aol.com

John Lister: 07774 264112 or john.lister@virgin.net

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