



January 2022 Branch

2022 already looks to be a roller coaster year. Will we have a new Prime Minister? Will we see the back of the devastating pandemic? Michelle Stanistreet wishes all members a prosperous and fruitful year ahead.

This is the first NUJ Branch of 2022, ushering in what I hope will be a better year ahead.

I hope you all had a good break and were able to spend time with your loved ones over the Christmas and New Year period. It was a time for me to recharge the batteries ready for what will continue to be a challenging period for the union as this government continues in its mire of sleaze, corruption and attacks on our civil liberties – plus a malicious hit on trade unions' budgets.

But first of all, I'd like to praise our members for their relentless pursuit of all those Downing Street parties which have quite rightly outraged all of us who followed the regulations set by the government during the pandemic. The stories broken by the Mirror, ITV and Telegraph made jaws drop as they exposed a rotten core at the heart of government.

As the stories mount and more sources speak out, it seems inconceivable that the Prime Minister can hold out, despite the desperate efforts of his allies.

Cue the Mail on Sunday leak and Twitter intervention of Culture Secretary Nadine Dorries with the decision to freeze the BBC's licence fee for the next two years. Her contribution to Operation Red Meat – a vindictive and desperate act of distraction to Save Big Dog, supposedly deflecting from the bad news surrounding the Prime Minister. Since met by counter-offensives including Operation Rinka and Operation Dog's Dinner, in gifts that continue giving to journalists everywhere...

As the evidence of partying, hypocrisy, lies and dissembling mounted,

what does this government do in response? It blames the journalists and the news outlets holding them to scrutiny, and plots acts of revenge.

This will bring real hardship to the BBC, which has suffered decades of cuts. It has now got to the stage where frontline services will be noticeably affected. The days of our members going

NUJ Ethics Council webinar

What journalists need to know about the Human Rights Act – and why it needs protecting, Thursday 27 January, 5.30pm-7pm. Book now. <https://www.nuj.org.uk/learn/ems-event-calendar/what-journalists-need-to-know-about-the-human-rights-act-and-why-it-needs-protecting.html>

the extra mile to make up for redundant colleagues will not cut it anymore. It is a woeful case of cultural vandalism, an assault on democracy and a huge blow to the whole cultural industry which is an economic powerhouse for the UK that should be celebrated not undermined.

The NUJ will do all it can to support public service broadcasting, already under the shadow of a possible sell-off of Channel 4 this year.

In this month's NUJ Branch, Michael Calderbank (page 5) sets out the latest anti-trade unions laws placing new possible punishments and costs enforced on unions to pay for their regulator's beefed up, £1m operation.

But it isn't all bad news. Latest research



by the Reuters Institute for the Study of Journalism (page 4) reports the news industry's leaders in an optimistic mood, with the majority confident for their prospects during 2022.

The report also predicts publishers having to provide security protection for TV crews because of the increasing number of attacks on journalists. The NUJ will be forging ahead with its work in providing a safety toolkit for members and pressing the authorities and tech giants for greater protection against the abuse many of our members are experiencing. It has to stop.

Don't forget to fill in the NUJ's all-member survey (page 6). We need the data provided to inform our priorities in pursuing policies and strategies to fulfil your industrial and professional needs and well-being. As work patterns are changing, with more of us working from home or an office/home hybrid pattern, the union will be looking at new ways to communicate, recruit and represent members. We also need to monitor its effects, so certain groups of workers are not discriminated against.

In Solidarity

Michelle Stanistreet

BRANCH

02

Dates for the diary

Use 2022's special anniversaries, landmark days and industry events to organise branch meetings and campaigns and spread the NUJ's message.

The theme of this year's World Press Freedom Day on Tuesday 3 May is *Journalism Under Surveillance*. It will focus on the recent developments in technological means of monitoring and surveillance which have undermined the freedom of expression and safety of journalists.

It is one of many landmark days on the calendar for journalists. NUJ Branch has pulled together significant dates for the union, journalists, communication workers and publishers and the wider trade union movement. It can be used to structure branch meetings, organise guest speakers and as a part of campaigning work. If you need help with speakers or materials, contact campaigns@nuj.org.uk

The BBC will be celebrating its 100th birthday, it's the 50th anniversary of Britain's first gay pride march, the 20th anniversary of the Claudia Jones lecture, the Queen's Platinum Jubilee, and the football World Cup kicks off in November. All events may be affected by Covid regulations – while others online, such as the TUC

equality conferences, remain open to all.

February

World Radio Day, Sunday 13 February.

March

Equal Pay Day, Monday 7 March.

International Women's Day is Tuesday 8 March. This year's theme is **#BreakTheBias** – a plea to actively call out gender bias, discrimination and stereotyping. Lots of ideas for activities on the IWD website: <https://www.internationalwomensday.com/>

TUC Women's conference, 9-11 March.

TUC Disabled Workers' conference, 22-23 March.

Welsh Media Awards, Friday 25 March.

International Transgender Day, Thursday 31 March.

April

TUC Young Workers' conference, 2-3 April.

The French hold their president election on the Sundays of 10 and 24 April.

Unesco World Book and Copyright Day, on Saturday 23 April is a celebration of books and reading and an opportunity to recognise the rights of writers and creators. Invite a local author or publisher or run a workshop on protecting copyright. <https://unesco.org.uk/events/international-days/world-book-and-copyright-day/>.

Workers' Memorial Day is on Thursday 28 April. More people are killed at work than in wars. Join the NUJ's Health and Safety Council and the TUC in promoting the union's health and safety campaigns. <https://www.tuc.org.uk/wmd>

May

May Day/Labour Day is celebrated on 1 May.

World Press Freedom Day is on Tuesday 3 May. It is a time to think about journalists, editors, photographers and publishers who are being harassed, attacked and killed. This year's theme is **Journalism Under Surveillance**. Put it on your agenda. <https://en.unesco.org/commemorations/worldpressfreedomday>

Local elections will be held in the UK on Thursday 5 May – including for all London borough councils and all local authorities in Wales and Scotland.



TUC Black Workers' conference, 6-8 May.

Mental Health Awareness Week is from 9-15 May. Invite a mental health first aider to talk to your branch. NUJ resources: <https://www.nuj.org.uk/resource-report/mental-health-awareness-week-report-2020.html>

Dementia Awareness Week, 17-23 May.

International Day Against Homo, Trans & Biphobia, Tuesday 17 May.
Hay Festival, 26 May - 5 June.

June

The **Queen's Platinum Jubilee** celebrations include an extended bank holiday from 2-5 June.

Fifth anniversary of the **Grenfell Tower fire**, 14 June.

Dublin Pride festival, 22 - 26 June.

TUC LGBT+ conference, 30 June - 1 July.

August

The **Edinburgh Fringe** is planned for 5-29 August.

Manchester Pride, 27 - 30 August.

The Notting Hill Carnival will take place from August 27-29.

September

Glasgow Pride, Sunday 4 September.

TUC Congress will be held (provisionally) from 11-14 September in Brighton.

Pension Awareness Day, Thursday 15 September.

The **Labour Party annual conference** will be in Liverpool from 24 - 28 September.

October

Black History Month.

International Day of Older Persons, Saturday 1 October.

The **Conservative Party annual conference** will be in Birmingham

from 2-5 October.

The **British Broadcasting Company**, as the BBC was originally called, was formed on 18 October 1922.

Frankfurt Book Fair, 19 October.

November

International Day to End Impunity for Crimes against Journalists is Wednesday 2

November. About two journalists a week are killed doing their job. Link up with the International Federation of Journalists' campaign and hold a fundraiser for its safety fund: <https://www.ifj.org/safety-fund>.

Remembrance Sunday is on 13 November.

The football **World Cup** kicks off on 21 November.

Future of Ageing Conference is on Thursday, 24 November at the Wellcome Collection, London.

International Day for the Elimination of Violence against Women is Friday 25 November.

Good reporting can play a vital role in increasing understanding of violence against women and by holding governments to account for their responses to the issue. Take part in the Twitter storm. What can your branch do? <https://www.nuj.org.uk/resource/international-day-for-the-elimination-of-violence-against-women-2021.html>

December

International Day for People with Disabilities, Saturday 3 December.

It's the 100th anniversary of the **Irish Free State** on 6 December.

Human Rights Day on Saturday 10 December commemorates when the general assembly of the UN adopted and proclaimed the Universal Declaration of

Human Rights. Today, a raft of government policies and legislation is undermining press freedom, jeopardising whistleblowers' rights, outlawing protest and allowing ministers to remove a person's citizenship. www.awarenessdays.com/awareness-days-calendar/human-rights-day-2022/

Diversity dates

This year is the 20th anniversary of the Claudia Jones lecture in honour of the West Indian journalist and activist. It usually takes place in October and will be one of the NUJ's special events for 2022.

We will also be celebrating the latest George Viner Memorial Fund's scholars, who have been awarded bursaries to take up journalism courses - another of the union's flagship diversity events.

The George Viner charity gives financial support to black, Asian and minority ethnic students and branches should hold a fund-raising event. Check in NUJ Active for this year's dates.

The NUJ supports the various Pride events held throughout the world celebrating the lives of LGBT+ people and 1 July marks the 50th anniversary of Britain's first Gay Pride march. June is traditionally the month for Pride events in London, Dublin's is planned for Saturday 25 June, Manchester's is 27 - 30 August, and Glasgow's Sunday 4 September. For elsewhere check with your local LGBT+ groups.

RESEARCH

04



What will 2022 hold for the media?

A report of media managers' views sounds an optimistic note for news businesses this year, but fears were voiced over the future of journalism

Despite the havoc Covid-19 has caused the industry, a survey of media leaders showed that three-quarters are confident about their company's prospects for 2022, although six out of 10 fear for the future of journalism.

The survey by the Reuters Institute for the Study of Journalism* found that almost six out of 10 respondents said their revenue had increased over the past year. "Publishers reported that digital advertising had boomed with more people buying online, while subscription revenue has also increased," said the report, *Journalism, media, and technology trends and predictions 2022*.

Digital advertising grew at its fastest rate ever (30% year on year) in 2021 according to media analysts GroupM. "For those without a clear digital path ahead of them, the outlook remains extremely challenging," said the report.

Publishers say they plan to push ahead with subscription or membership strategies, with 79 per cent believing it will be one of their most important revenue priorities, ahead of display and native advertising. This has led to

many respondents worrying that subscription models may be pushing journalism towards wealthier and more educated readers.

The New York Times now has 8.4m subscriptions, of which 7.6m are digital, putting it on track to hit its 10 million target by 2025. There are also successes for local digital start-ups such as the Manchester Mill, which launched during the height of Covid, and has generated almost 1,000 paying subscriptions at £7 a month in the past year for a mix of slow journalism delivered mainly by newsletter. A sister title, the Sheffield Tribune, gained around 300 subscribers and a third, The Post, has recently been launched covering Liverpool.

Survey participants, drawn from 52 countries, were less rosy in their view on the future of journalism because of polarisation within politics, governments increasingly hostile to media freedom, fake news carried on social media and a rise in attacks on journalists. "This year we'll see publishers providing more support for journalists, including security protection for TV crews and better training," said the report.

While a proliferation of new devices

including virtual reality headsets and smart glasses is predicted, the report noted a reluctance among media management for spending on "shiny new things". Only a third said the priority would be launching new products and brand extensions: "Most effort will go into podcasts and other digital audio (80%), followed by building and revamping newsletters (70%) and developing digital video formats (63%)."

The report asks whether ventures, such as the newsletter-focused platform Substack which allows star writers to make significant amounts of money, in the so-called 'creator economy', will continue to flourish and says this could be the year when publishers and governments really challenge the power of the tech companies.

The report's authors predict that over the next year most employees will spend two to three days a week in the office and the rest at home. They said the experience so far had been good for efficiency, but publishers worried about losses to creativity, collaboration, and communication.

*Full report based on 246 people contacted in November and December 2021: <https://reutersinstitute.politics.ox.ac.uk/journalism-media-and-technology-trends-and-predictions-2022>



Unions attacked

Michael Calderbank explains how new anti-union laws will make them pay for their regulator and put in place punitive fines

In what seems like a lifetime ago politically speaking, David Cameron moved swiftly following the 2015 election to capitalise on his new Parliamentary majority by bringing forward anti-union legislation, the Trade Union Act (2016).

The Act introduced bureaucratic hoops around notice periods for industrial disputes, tightened restrictions on the duration of mandates for strike action following ballots, and introduced arbitrary turnout thresholds. Despite protests, these measures came into force.

The Act also gave the Secretary of State the power to introduce secondary legislation in order to beef up the role of the Certification Officer, the unions' regulator, enabling investigations to be initiated in response to complaints from third parties (rather than only trade union members).

The Certification Officer did not take a single enforcement action in 2021/22. However, the new powers enable malicious complaints to be lodged by reactionary anti-union forces including employers' groups and bodies such as the Taxpayers Alliance. This would require a significant increase in the

Certification Officer's budget (to over £1 million per year) – costs which the Act will pass on to the unions.

The Act significantly raises the potential penalties for any breach of the regulations – up to £20,000 for statutory breaches, for example in the running of general secretary elections.

The idea that ordinary trade union members should pay to police their own organisations is a blatantly ideological attack on working people. The way the levy is designed means the burden will fall particularly heavily on the smaller unions, such as the NUJ.

Grahame Morris MP, co-chair of the NUJ's Parliamentary Group, said: "It's typical of the nasty and punitive attitude we've come to expect under Boris Johnson. The Certification Officer hasn't had to take a single enforcement action against a trade union in the past 12 months. Yet they want to ramp up investigations based on complaints from people who aren't even union members, to further their anti-union agenda".

Funnily enough, reforms of benefit to trade unions, such

as allowing online ballots, will not be enabled. There is a provision in the Act for the Secretary of State to commission e-voting pilots.

The government plans to bring in these new powers under secondary legislation (by statutory instruments), triggering this more punitive regime of the Certification Officer. It is exceptionally difficult to overturn secondary legislation, but MPs and peers sympathetic to trade unions can seek to intervene in Delegated Legislation committee proceedings to complain about the decision to give effect to the anti-union elements of the Act and leave in place the antiquated rules around postal-only balloting.

Action

Lobby MPs/peers to speak out against these anti-union laws.

Lobby MPs/peers to argue for electronic balloting for unions.

You can get a briefing paper to send to your local MP from campaigns@nuj.org.uk

USEFUL STUFF

06

The NUJ provides a range of guides and resources to help with members' work and wellbeing... here are some of them

NUJ survey

Please complete the latest all-members survey. The union would like to find out whether freelancers' earnings are recovering,

who is getting a pay rise, how people are getting on if they are working from home or mixing office and home working, and the toll the pandemic has had on our mental

health. Your responses will help us better support members and prioritise areas of work. <https://www.surveymonkey.co.uk/r/nujmembers2021>

The Publishing Show

The UK's premier event for B2B and B2C publishers, newspapers, content providers and suppliers takes place at London's ExCel Centre, March 8-9. The NUJ is a partner and members can get in free using the discount code NUJTPS100. Book now: www.nuj.org.uk/learn/ems-event-calendar/the-publishing-show.html

Storysmart

Journalism is hazardous. Reporters and photographers die or are injured every year. Media worker's phones and computers are targeted with sophisticated spying software. Daily harassment

of journalists is at an all-time high. The NUJ's Storysmart, a suite of online training modules to help in hostile environments and with hazardous tech, are free to use. <https://www.nuj.org.uk/learn/storysmart.html>

Migrant narratives

Now more than ever, the role of the media in shaping public perception on migration is critical. The International Labour Organization and International Federation of Journalists have joined forces to promote the best ethical practices when reporting on labour migration, providing tools, resources, forums and practical tips for journalists covering migrant stories. <https://www.nuj.org.uk/resource/migrant-narratives.html>

Social media guidelines

A careless tweet or Facebook remark could lead to a professional reprimand or even dismissal, even if it is from a personal account. And while social media can be of great benefit to journalists there are many legal and ethical

pitfalls – over privacy, copyright, contempt of court. The Ethic Council's updated guidelines and protocols can be a great help. <https://www.nuj.org.uk/resource/ethics--council-advice-on-social-media--2021-.html>

Long Covid

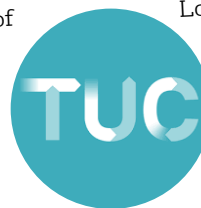
Long Covid is affecting workers in many ways. Reps have a vital role in making sure employers properly protect workers and prevent inequalities being created. The TUC has put together an

interactive guide to support reps and members. <https://www.tuc.org.uk/resource/long-covid-guide-supporting-our-members>

The NUJ's website also has resources and information to help with mental health issues and wellbeing, including tips, links to organisations offering advice, the union's health and safety work and podcast. <https://www.nuj.org.uk/learn/resources/resource-library-search.html?topic=mental-health-awareness-week>

NUJ Extra

Don't forget to support and donate to the union's welfare charity helping members who have fallen on hard times. <https://www.nuj.org.uk/about-us/nuj-charities/nuj-extra.html>



TRAINING

07



Building leaders for the future

NUJ Training Scotland is piloting a new programme to train members in the skills needed to be effective trade union leaders

The Scottish TUC is funding a pilot programme to train members to build effective local union branches and encourage members to become active trade unionists. The funding has been obtained through the Fair Work: Leadership and Equality Programme.

Initially, there will be 20 places available for Scottish members, but if successful the aim is to roll it out as a full programme available for all members.

The programme will examine branch officer roles and responsibilities to enable people to work collaboratively and create a cohesive branch. Branch officers need to pool their expertise and build collective leadership practice to improve recruitment, promote diversity and run effective campaigns.

It will include learning about the nuts and bolts of branch management – how to establish a new branch, create a constitution and include the NUJ code of conduct. It will explain the importance of having

an equality officer within a branch to promote equality issues and inclusion of all groups of members in the decisions made and work of the branch. There will be tips on running successful meetings, face-to-face and virtual, and how to put together an agenda, minutes and motions.

The programme includes examining the Fairwork principles – security, opportunity, fulfilment, respect and effective voice. The pilot is scheduled for the end of January/early February – all dates will be included in NUJ Active.

NUJ Training Scotland also runs its own **Collaborative Leadership** modules for all officers. Joan Macdonald, NUJ Training Scotland leader, said: "This is a fantastic opportunity to build a programme which will give members the confidence and skills to run effective and well-run branches."

Upcoming professional training courses (available to all members) can be found on the Scottish training website: www.nujtrainingscotland.com/

New tactics on offer

NUJ Trade Union Training has plenty of opportunities this year for members to consider new ways of communicating and involving NUJ members in branch and chapel activities. The training looks at strategies to organise and recruit members, many of whom are now working from home or in a mixture of office and homeworking.

Caroline Holmes, head of training, said: "We also have some great examples to share of how branches have supported freelance workers, and how branches and chapels have supported the mental health and wellbeing of members."

The dates for the monthly organising and campaigning workshops for reps are: 27 January, 24 February, 25 March and 28 April. Email tuttraining@nuj.org.uk to book your place.

REASONS TO JOIN



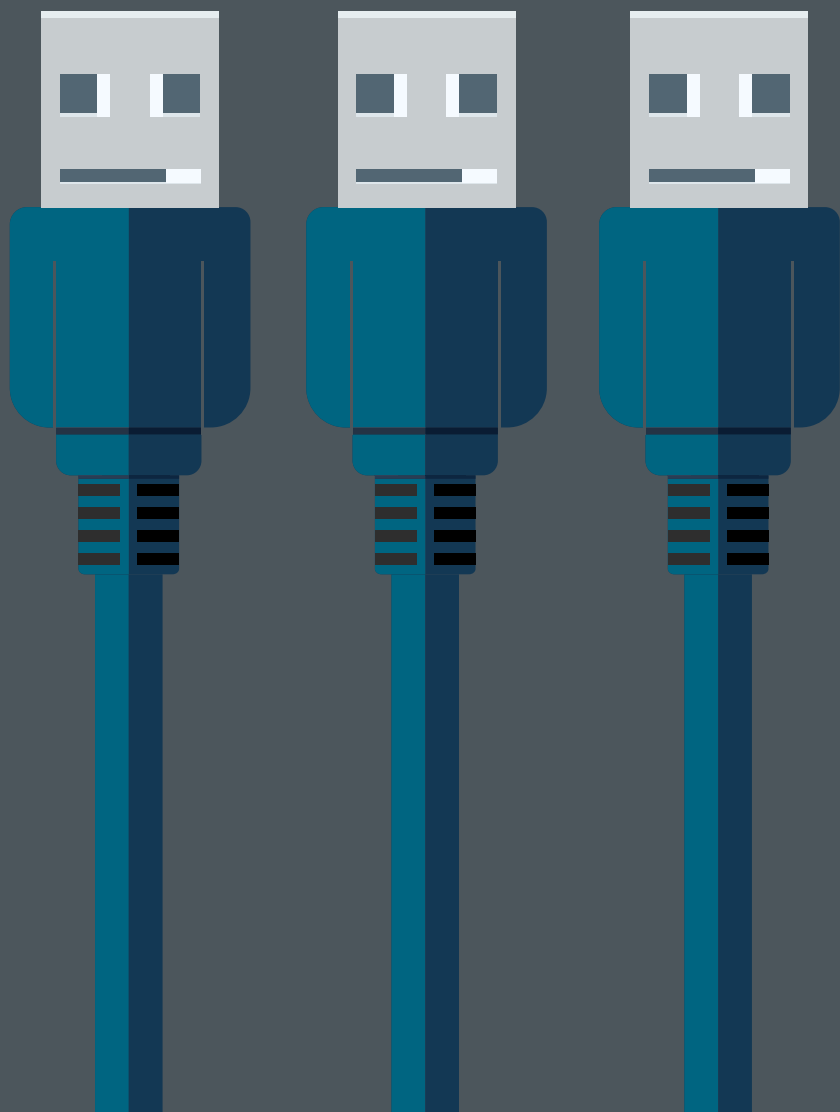
Networking

The union puts on events for media workers to come together to share their knowledge and expertise. These can be by sector, such as the freelance forums and photographers' summits, or cross-sector on issues that unite all media workers. Students and newcomers can benefit from meeting experienced members in the industry.

Are you keeping good company?

Join the NUJ today at

nuj.org.uk/join



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