

Union to woo new members with bold new recruitment designs

A bold set of new recruitment materials have been designed as part of the union's major campaign to boost numbers and find footholds in new parts of the industry.

October's national executive council meeting (NEC) heard the union's finances were under strain following the failure of April's DM to back a subscription rise, despite voting for a busy, campaigning agenda. The new designs by David Woods, which highlight the way the union helps media and PR workers throughout their careers and fights for journalists' rights and ethical journalism, can be customised by chapels and branches and used on social media.

Recent figures show the NUJ secured over £9million (€10.3m) over the last 12 months – £25,000 every single day of the year – for its members in deals excluding negotiated collective pay awards. Four recent cases alone – on issues covering pay parity, race discrimination and whistleblowing – had secured members pay-outs of over £500,000. The NEC was told the union must learn to shout louder about its successes.

Michelle Stanistreet, NUJ general secretary, described the £30bn take-over of Sky by US cable group Comcast as a potential game-changer. Talks are taking place with Comcast management in hope of ending the long-standing anti-union stance of previous owner, Rupert Murdoch, and leafleting has started at Sky's west London site.

She said the union's lead on equal pay issues at the BBC had boosted membership at the broadcaster and the



union was making inroads into a new tranche of Middle East news organisations set up in London. Recognition has been regained at academic publisher, Springer Nature, after being lost during the many and varied take-overs and mergers of the group.

The NEC met the day after Johnston Press (JP) announced it had put itself up for sale. Although the regional newsgroup's troubles were well known, the announcement still came as a shock to staff. David King, JP's chief executive officer, said he had been unable to refinance the firm's £220m debts and pension deficit. Titles affected include the Yorkshire Evening Post, the Scotsman, Sheffield Star and Belfast News Letter.

Laura Davison, national organiser, said the implications, particularly for pensions, were unclear and industry experts predicted: "Inevitably, the company will be broken up."

Meanwhile, the union is dealing with 70 jobs at risk in national newspapers since the take-over of Richard Desmond's newspapers and magazines by Mirror owner Reach.

More redundancies have been planned for Newsquest titles and the union is rolling out a stress survey for staff.

All this will come as grist to the mill for Dame Frances Cairncross's review into the sustainability of the UK's press. The NUJ's submission to the inquiry can be seen on the website at <https://www.nuj.org.uk/documents/nuj-submission-to-the-cairncross-review/>

The NEC also discussed the arrests of Irish journalists Barry McCaffrey and Trevor Birney (page 12), the recent spate of journalists' deaths and the chilling disappearance of Washington Post columnist, Jamal Khashoggi, last seen entering the Saudi Arabian embassy in Turkey on 2 October and believed to have been killed by a Saudi hit squad, despite denials by the Saudi king. Letters from the union have been sent to the embassies of the Yemen, Bulgaria and Saudi Arabia calling for assurances on press safety (page 10). Media organisations including the Financial Times, Bloomberg, Economist and New York Times have pulled out of the Future Investment Initiative conference, dubbed Davos in the Desert, in Riyadh in protest.

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NUJ
NATIONAL UNION
OF
JOURNALISTS

Michelle's Message



News that Johnston Press had formally entered a sale process as part of its strategic review of the business cast a sombre shadow at the NEC. The future of a major regional newspaper group, with over 2,000 employees, also throws the challenges facing the Cairncross Review into sharp relief.

We are having dialogue with the company and will continue to raise with management all the concerns of our members in the coming weeks. Johnston Press has stressed that it aims to maintain the integrity of the group as a single unit, rather than see it carved up, but until the end of the six-week sale process the details of interested parties

and any potential formal offers will remain confidential.

That the government finally acted to take stock of the crisis facing local news provision is welcome – the NUJ has received a lot of positive feedback already on the detailed submission we made to the inquiry.

NUJ members can help in this campaign by making the case on the ground, in each and every local area, the importance of local news and the critical role it plays in our democracy and in the broader ecology of journalism and news.

Since the call for evidence closed last month, we have been doing just that. I spoke at an event organised by the Media Reform Coalition (MRC) in Birkbeck University, a couple of weeks ago.

The review was given the task of examining the sustainability of high-quality journalism, looking at the overall state of the market, the threats to financial sustainability, the role and impact of digital search engines and social media platforms, how content and data flows are operated and managed and the role of digital advertising.

That's against the backdrop of an industry where newspaper circulation has halved since 2001 and more than 200 local titles have closed in that time. Given the scale of the challenge, Dame Frances could be forgiven for thinking she has bitten off more than can be chewed.

The discussion at the MRC event was broad. Natalie Fenton, professor of media and communications, Goldsmiths, University of London, spelled out the scale of the challenges faced in a landscape where four companies dominate 90 per cent of the newspaper circulation, a concentration of ownership that has led to the hollowing out of many titles and created gaps that have become local news deserts.

I outlined the range of changes that the NUJ supports: such as making local papers community assets; ensuring that they cannot be closed overnight without any scrutiny; exploring ways of funding

alternative models of ownership; facilitating charitable status for not-for-profit entities; levying the social media and digital platform giants that are making vast profits out of content they haven't funded; having properly resourced newsrooms with journalists that are empowered to defend their ethics and having a conscience clause in contracts that makes that a realistic proposition.

Critically, our key message is that the outcome of the Cairncross Review must not be bungs for the existing dominant players in the industry that do not come with strings attached. There has to be stringent criteria and objectives that ensure it would constitute investment in well-resourced journalism, not in failed corporate business models whose only solution is to cut jobs and diminish quality. It's clear when you attend events like this that there is a lot of negativity about what the future holds and about what is achievable. From the NUJ's perspective – and the future for our next generation of members – I believe optimism is essential and our view has to be that change is not only desirable, it's absolutely possible.

Also speaking on the panel was Professor Angela Phillips, of London's Goldsmiths University, who was similarly clear that any future for journalism has to be one where it is a job, not a hobby. Journalists being paid has to be a cornerstone of any future where quality content can flourish. Her contribution focussed on the need for a publicly-funded search engine, Public Interest Search, complete with algorithms designed for the public interest set in a regulatory framework that underpins that ethos.

Dr Martin Moore, director of the Centre for the Study of Media, Communication and Power, and a senior research fellow in the policy institute at King's College London, spoke about the impact of digital dominance on the industry, how the developments in advertising technology are wholly undermining

to public interest news and why a new model is needed. The current model is reliant on intrusive tracking, it also rewards content on relevance, popularity and hits – not on being trustworthy, authoritative or created for the public good.

Journalist Jim Cusick described the research he has carried out with Open Democracy on the blurring boundaries that are growing between the old church/state divide that once existed between editorial and advertising. The backdrop to this is the more than £1 billion in lost advertising revenues in the past eight to 10 years. Boundaries that were once sharp and well policed have become fudged and the editorial guardians who were once able to robustly defend their patch have become disempowered in that process.

Where staffing levels and resources have dwindled in almost every single UK newsroom, that contrasts with ever-growing numbers in commercial departments – in some places they even have their own “content creators” embedded in the editorial departments.

All are chasing the holy grail of what Jim referred to as the “money can’t buy experience”, where readers can’t tell the difference between what’s journalistic content, and what is ever more sophisticated advertorial. The impact on trust in journalism is enormous and the need for transparency ever-greater.

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The DCMS select committee’s latest report on the BBC certainly packed a punch and underlined the need for cultural change at the corporation that prioritises transparency and the rebuilding of trust amongst staff.

The changes in salary structures this year are only the first step in ensuring that women can be confident they are not being short-changed when it comes to their pay and terms and conditions. The proposal to publish a gender breakdown of the ratio of men and women in salary quartiles should be

implemented straight away.

The report highlighted the unacceptable delays in sorting out equal pay complaints – where informal processes have dragged on for as long as a year and formal grievances and appeals are routinely taking longer than the maximum 90-day targets. That’s not good enough.

The MPs were right to highlight the treatment of presenters and correspondents forced to establish personal service companies, saying it was a ‘disgrace’. The NUJ supports its call for further support and redress for those individuals who are now faced

with punitive and hugely stressful tax liabilities.

The committee’s concerns about the impact of budget cuts at the BBC are shared by the NUJ and should be the subject of wider public debate.

The NUJ and joint unions have been working hard with the BBC to tackle these problems and have made meaningful progress, but there remains work to be done before we can all be satisfied that pay inequity is stamped out.

MPs’ report :<https://publications.parliament.uk/pa/cm201719/cmselect/cmcmds/993/99302.htm>

Khashoggi vigils

The disappearance of Jamal Khashoggi and the recent murders of other journalists was the subject of a resolution on safety passed at the NEC. The gruesome details of what we all now know was Khashoggi’s murder have appalled people around the world and highlighted the growing threat to journalistic freedoms and the lengths individuals and states will go to in silencing those whose voices they wish to quell. An average of two journalists are killed every single week. UNESCO has reported that just one in 10 killings of journalists result in a successful prosecution – these slayings are made possible by the unacceptable international climate of impunity that continues to prevail. That’s why we are supporting the IFJ in its efforts to seek agreement for a UN Convention on the Protection of Journalists and Media Professionals, the subject of many discussions and meetings at the UN in New York this past week. In this febrile time – when the likes of Trump believe lauding physical assaults on journalists is acceptable and describing the press as enemies of the state is fair game – it is vital we collectively fight for the right of



Hansmusa / Alamy Stock Photo

journalists to do their jobs properly and safely.

Next week we will mark the UNESCO International Day to End Impunity for Crimes against Journalists. On the evening of Thursday 1 November, the NUJ is holding candlelit vigils outside the Saudi Embassy in Dublin and in London, for an hour from 5pm and 6pm respectively. Please come along to mark your respect for Jamal Khashoggi and to show your support for the battle to end impunity for the enemies of journalism.

News Update

New chapel for local democracy reporters

An NUJ chapel of local democracy reporters (LDRs) working for Reach newspapers has been organised.

LDRs are part of a BBC initiative which funds journalists, using £8m a year from licence-fee money, to report on council and other democratic institution meetings. LDRs supply copy for local media and the BBC, but are based at specific titles which bid for them, with the three major news groups winning the lion's share of contracts.

The union is holding a meeting in London for LDRs to introduce them to the union, discuss issues and concerns and to allow them to network since they

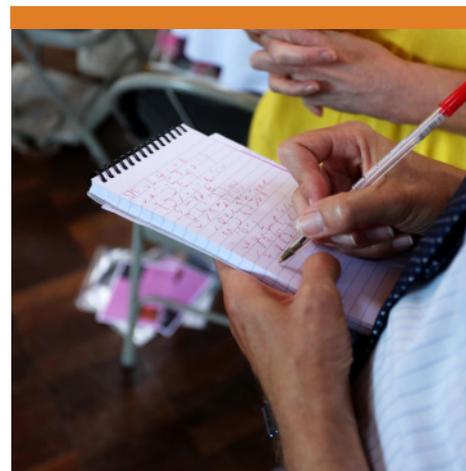
are spread across the UK. In some areas the scheme is believed to be working well, but the union does not support top-slicing of the licence fee to pay for it.

Michelle Stanistreet said a meeting with the BBC to discuss the roll-out of the scheme is planned. The union has noted that newspapers are taking them on at the same time as sacking other staff, some are given tasks beyond their remit, and there are problems with pay. These concerns were included in the union's submission to the Cairncross inquiry into the press.

Chris Morley, Northern and Midlands senior organiser, said the cadre of LDRs

represented 150 potential NUJ members and already half had signed up.

The union is also carrying out an investigation into court reporting. If you have any information or views on the subject, contact campaigns@nuj.org.uk



Sam Stephenson / Alamy Stock Photo

Freelance cheer

The European Parliament's decision to approve the Directive on Copyright in the Digital Single Market has been viewed by the creative sector unions and journalists' organisations as a major step forward in protecting authors' rights.

The National Union of Journalists in the UK and Ireland and the International and European Federations of Journalists warmly welcomed the vote – which is crucial to ensuring journalists can make a living from their work and remain independent in their reporting. The government's decision

to shelve the scrapping of Class 2 National Insurance contributions was also welcomed by the NUJ. Pamela Morton, NUJ freelance national organiser, said: "Without Class 2 NICs the lowest-paid, self-employed workers would have had to pay significantly more for credits towards contributory benefits such as the state pension."

Newsquest nightmare

After a brief respite during summer, the cuts at the newspaper group recommenced at Darlington, Stourbridge, Bradford, Swindon, Oxford and north Wales. The Swindon Advertiser

NUJ chapel said the newsroom had been knocked sideways by the latest cuts. The union is now carrying out a company-wide stress survey. Newly-released accounts revealed that the bill for directors was £901,000, up by 8.4 per cent. The highest paid, presumably chief executive Henry Faure Walker, had a package of £526,022, plus pension payment.

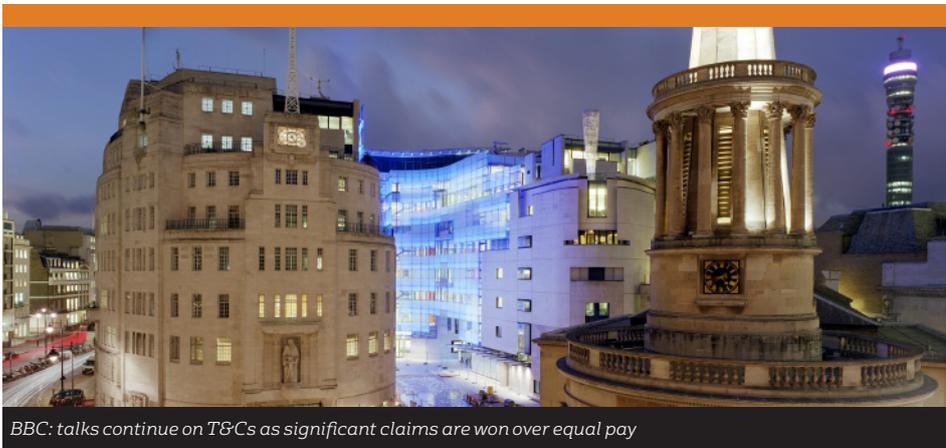
Meanwhile, staff struggle with heavy workloads, high stress and poverty pay. At Hexham, bought by Newsquest from the family-owned CN Group in March this year, half the newsroom has joined the union.

Welsh talks

The Welsh Executive Council is seeking a meeting with Lord Elis-Thomas, minister for culture, tourism and sport, to discuss the Welsh government's response to the Assembly's Communications Committee report on news journalism, and the implications of S4C losing government funding by 2022. The Welsh-language broadcaster will lose almost £7m from its budget and will be funded from the TV licence fee. The Welsh Government agreed to £100,000 funding in 2018/19 and 2019/20 for a contestable scheme for public-interest journalism, with a focus on hyper-locals. The government said it would consider undertaking an audit of its spending on advertising statutory notices and the scope for creating a body which offers seed-corn funding for small start-up news organisations. It rejected establishing a publicly-funded news hub.

All change at Sky and NUJ makes inroads into Middle-East TV

BBC



BBC: talks continue on T&Cs as significant claims are won over equal pay

Significant deals have been reached as a number of the many equal pay claims at the BBC are reaching conclusion, Michelle Stanistreet said during her report on the union's activities in the broadcasting sector.

Other work at the BBC remained considerable she said, as the implementation of the terms and conditions package was throwing up new problems and issues. A meeting with the corporation has been set up to discuss the forthcoming remaining cuts, estimated at £40m from a total £80million, in the News Division. She said: "We are seeking an end to the drip-drip approach to redundancy which leaves those behind with huge workloads. We want to know how the cuts will be managed effectively and honestly without affecting quality and avoiding compulsory redundancies."

The BBC has identified a large number of individuals who they believed should be moved on to staff contracts. Work on the Freelance Fee Framework was close to completion, with most individuals getting increases, in some cases up to 70 per cent.

At ITV the chapel has put in a pay claim for a consolidated increase of at least 3.5 per cent and an increase in the redundancy cap from £45,000 to £50,000. News that staff will not be moving back to the South Bank office, which will be sold, came as no surprise to members who will remain in Holborn.

Big changes are expected at Sky as Comcast completed its £30bn takeover, with Rupert Murdoch's 21st Century Fox selling his 39 per cent stake, ending the media mogul's association with the satellite broadcaster after almost three decades. Michelle said she and other trade union leaders were due to meet Comcast management and the priority will be gaining access to the 18,000 people working there, and ending the decades-long culture of union hostility. The NUJ would be stepping up the recruitment work that has been taking place throughout the summer.

She said the NUJ was making significant membership gains in the burgeoning Middle East news organisations in London and more recruitment initiatives were planned.

Too pink

Lionel Barber, the editor of the Financial Times, has admitted there needs to be a revolution at the newspaper because of the lack of diversity. He published a letter by a reader, Ahmed Olayinka Sule, who had analysed the FT's columnists since the beginning of the year and found not one was black. He also criticised the lack of diversity in the FT's leadership team. Barber tweeted a copy of the letter with the message: "Ouch - Letter of the day: Time for a revolution at the FT!"

Cumbrians decamp

Newsquest Cumbria journalists belonging to NUJ's Carlisle chapel were forced to meet to discuss their year-long pay claim on council premises. Carlisle city council leader, Colin Glover, invited the chapel to the authority's civic centre building after Newsquest stopped members from holding union meetings at its HQ in Dalston Road, Carlisle. The ban ended decades of co-operation between the Carlisle NUJ chapel and the company, formerly Cumbrian Newspapers Ltd. The chapel had lodged a 5 per cent pay claim; for eight out of the past 12 years, the Carlisle journalists have had no wage increase.

Nature nailed

The NEC heard from Shell Grayson, the MoC for Springer Nature, who talked about getting union recognition back at the academic publishing company. She explained how it was important to keep members engaged during the long-drawn out bureaucratic procedure and the difficulty in establishing the bargaining unit in the sprawling organisation created by numerous mergers. A membership discount and help from the previous chapel all contributed to the success.

News Update

TUC backs pay parity and night workers

TUC Congress unanimously backed the NUJ's motions calling for action on the gender pay gap and for more rights for night workers.

Michelle Stanistreet, the union's general secretary, said an astonishing 91 per cent of media companies in the UK paid men on average more than women; at Condé Nast, publisher of Vogue, GQ and Vanity Fair, the women's mean hourly rate was 37 per cent, meaning women earned 63p for every £1 that their male colleagues made. The motion called on the TUC to lead the way on pay parity by encouraging pay surveys. The NUJ has been recently involved in more than 200 equal pay cases at the BBC, winning many women increases in salaries and backdated pay.

The motion called on the TUC to press government to require companies with 50 staff or more to reveal gender pay gaps and make all companies publish



Jess Hurd

their plans to reduce the gap as part of the gender pay audit process. It also called for companies that fail to address substantial gender pay gaps to be fined, and that the government introduce penalties for companies that do not

comply with the Equality Act 2010.

Siân Jones, NUJ president, proposed a motion calling on the TUC to champion the rights of the 3.2m people working nights. "They keep us safe while we sleep, administer vital healthcare, ensure our shops and cafes are stocked for breakfast and edit your morning news," she said. But these anti-social hours were linked to health problems and a poor work-life balance. The TUC was instructed to campaign for better protection for night workers and to develop a best-practice model for unions that includes a policy on night work.

A working group on night working has been established at the BBC as part of the new terms and conditions package, and is set to start next month.

NUJ's ethics council chair, Chris Frost, proposed a motion in support of the arrested Belfast journalists, Barry McCaffrey and Trevor Birney, authors of a documentary about the 1994 Loughinisland massacre. The TUC agreed to support the NUJ's efforts to defend public interest journalism and journalists.

<https://www.nuj.org.uk/news/nuj-tuc-congress-2018/>

Tributes to Bob Norris

News of Bob's death was announced by the union's general secretary, Michelle Stanistreet, at the beginning of the national executive council meeting. Bob, who died aged 78, was a former assistant general secretary and a union member of honour. She said: "Bob is one of our NUJ legends who, throughout his life-long membership, played an enormous role both as an activist and as an official during his service as assistant general secretary

of the NUJ. Always keen to enlarge the NUJ family, Bob spent many years after he retired from work continuing to recruit and build strength and solidarity in our branches and workplaces. He will be much missed, and our collective thoughts are with his wife, Pauline, their son, Drew, and wider family at this very sad time."

Scottish office

Michelle Stanistreet led tributes and good wishes to Alice McCarney who has left her job as administrator

of the NUJ's Scottish office after 19 years. John Toner, Scotland national organiser, praised her for her support and invaluable work, including during the recent move to new office premises. Photographer Nick McGowan-Lowe, currently a member of the NEC, is joining the office as an organiser in Scotland and will take up his post in mid-November.

Ian Bell award

Budding young writers in Scotland aged 30 or under

are invited to enter an award competition in memory of the radical journalist and author, Ian Bell, who died aged 59 in December 2015. The union's Edinburgh branch set up the £500 award with his family last year. The deadline is November 30, submissions should be between 1,500 and 2,000 words, not published in any medium and must be emailed to hilaryhorrocks@btinternet.com. The winner will be announced in early February.

Spotlight

Training and teamwork are the secret to a model chapel

The committee at Taylor & Francis all benefited from the NUJ reps' programme

"It's good to tell members and non-members about all the work we do and issues we cover," said Laura Hussey as she added the finishing touches to the Taylor & Francis chapel's NUJ newsletter.

"Welcome to our very first newsletter! We thought it's about time we spread the word about all the great work our reps are doing to try to make our workplace better," it said and then described a project to raise awareness of work-related stress and mental health and the latest news on talks with management on the gender pay gap, pensions, home working and parental leave.

It gave news of the next union meeting and of plans to hold a talk on the history of trade unions. "I'll also put on the back a list of the chapel committee with their photos," said Laura, one of the chapel's recruitment officers.

She started with the international publishing group as an editorial assistant two years ago and is now an editor. She quickly signed up with the NUJ – her mother encouraged her to join a union – and it wasn't long before she joined the 15-member committee and was helping organise a pizza party to recruit others.

Each member of the committee has a role, some more onerous than others, and having a big group, plus others who help, spreads the workload and boosts the presence of the union in the office. Most have been on the NUJ's rep training courses.

She said: "The MoC was in the middle of pay talks and we came to an agreement with management to have a settlement which for the first time was weighted



Rep Laura Hussey and tutor Caroline Holmes

towards lower earners, which was very popular. We then had time to organise the party." The local Oxford branch paid for the pizzas and members came along to answer questions about the union.

It was thanks to the Oxford branch that the Taylor & Francis chapel began to flourish; it organised NUJ reps training for journalists, including BBC Oxford, in the city and has since offered other support.

Laura has completed to the first stage of the NUJ's three-stage programme for reps, which she said gave her confidence and lots of new ideas to take her role as a rep forward. She said: "It was useful to know more about my rights and I became more assertive, for example when I spoke to HR because a bad back meant I needed my desk arrangement changing. Knowing more about the union also made it easier for me to sell it."

She has now taken the second stage course and feels that she would now be able to represent colleagues. "We did a lot of practical work and it was interesting discussing situations that other people in the class had experienced. I am also in a WhatsApp group with other reps and we

share tips and ask each other advice."

Laura was full of praise for her tutor, Caroline Holmes, who runs the union's trade union training. Caroline, a member of the NUJ, ran the international labour and trade union studies course at Ruskin College, Oxford, has worked for a union and been a rep herself. The NUJ's trade union training is free for participants. Its three-stage programme arms members with the information and skills needed to become an effective rep in recognised and non-recognised workplaces and for freelancers. Everyone from experienced reps to rookies can benefit.

There is also a two-part health & safety rep programme. "These reps are really important," said Caroline. "They have statutory powers in recognised and non-recognised workplaces and they have welfare powers, which include taking up bullying and sexual harassment issues. But the most important part of the role is preventing health and safety problems from occurring.

"All our training sessions are different, depending on the group taking them."

Sign up now

As well as the programmes for reps and H&S reps course, there are courses for union learning reps and equality reps and on negotiating and representing. Sessions will help boost reps' confidence and presentation skills and provide updates on employment law. Go to the training diary at <https://www.nuj.org.uk/news/nuj-trade-union-training/> and download the training guide at <https://www.nuj.org.uk/documents/nuj-reps-training/>

Spotlight

“If we are to ensure the financial viability of the union, we need to recruit, recruit and recruit,” said John Barsby, the NUJ’s honorary treasurer.

Speaking to his and the general secretary’s financial reports to the NEC, he explained how DM’s failure to agree a subs rise left the union relying on income from rental of office space in Headlands House, the union’s London headquarters, but most of all on a dramatic increase in members.

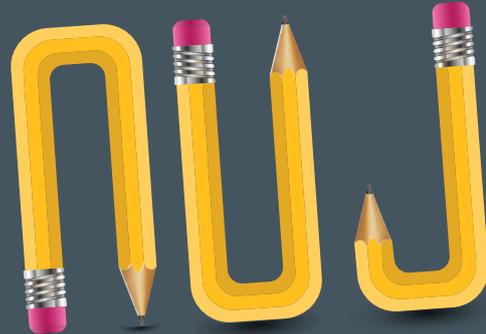
This autumn all the union’s committees and councils will be putting in place recruitment strategies, mapping membership and setting out to increase the union’s presence in workplaces where the union has members while

examining new areas and emerging industry sectors and checking on members behind with their subs.

As every union knows, strength is in numbers and recruitment and retention is its lifeblood, but this latest imperative must galvanise everyone in the union. The NEC heard that the NUJ has a lot to shout about. The union has secured recognition at the academic publishers Springer Nature, its lead on taking up equal pay issues at the BBC has boosted membership at the broadcaster and work in promoting the union to the capital’s burgeoning Middle East press is paying dividends.

The London and Dublin freelance branches and the Welsh executive council have been providing events and training sessions for the growing freelance sector and London Freelance Branch is holding two interesting events next month on how artificial intelligence can help journalists, rather than putting them all out of a job, on Monday 12 November and on investigative journalism and how to make it pay on Thursday 29 November. The union

REASONS TO JOIN



Flexible Working

Juggling a family and working can be tricky. Flexible working agreements are a vital tool in protecting part-time workers and women returning from maternity leave, boosting the retention of skilled staff and ensuring parents and individuals with caring responsibilities can balance their work demands with family life. The NUJ negotiates progressive approaches to flexible working and lobbies for improvements to employment law.

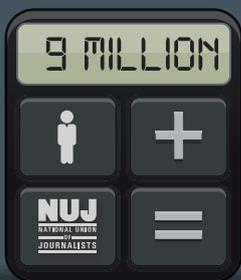
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www.nuj.org.uk

has held successful events at City, London, Lincoln University and at Nottingham journalism departments.

In the last quarter, the union won over £500,000 for individual members’ claims on pay parity, race discrimination and whistleblowing. The union must learn to blow its own trumpet, said Natasha Hirst, chair of the Equality Council. “The union has done so much important work on equality and

REASONS TO JOIN



Pay

It pays to be in the NUJ. In the past year - in deals that exclude collective pay awards - the NUJ secured more than £20million for its members, that’s £25,000 every single day. The union negotiates on pay, freelance rates, pension terms, salary structures and paid holidays. It pursues companies over copyright infringements and non-payment of wages and fees. It wins equal pay cases and backdated salary, pension contributions, and pay-rises.

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REASONS TO JOIN



We offer Support and Help

The NUJ is your lifeline if you get arrested or the authorities try to confiscate your data or images. We chase non-payers, represent and support you during disciplinary or redundancy procedures or if you are being bullied or have other work-related problems. We offer professional help with reporting guides and advice on ethics, networking opportunities and training to help you develop your skills throughout your career.

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REASONS TO JOIN



Ending the Gender Pay Gap

A Press Gazette analysis showed that 91 per cent of UK media companies paid men more than women and 85 per cent of men got better bonuses and it’s a similar picture in Ireland. One magazine group’s gap was almost 37 per cent. Opaque, unfair pay structures and unlawful sex discrimination are contributing factors. The NUJ negotiates on transparent pay structures, progressive work-life balance policies, better maternity and paternity deals and fair recruitment procedures.

Are you keeping good company?
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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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a focus on freelances, women and the media, an opportunity to learn about the new court reporting rules and a programme of events for students.

To help take recruitment up to a higher notch, the union is launching a new and exciting set of materials, designed by David Woods, which can be downloaded from the website or ordered from the campaigns department and come in a range of formats which can be customised for

journalism, respect at work, diversity and press freedom.

On pay, the poster/postcard/meme points out that it pays to be a member of the NUJ; in deals that exclude collective pay awards, the union has secured over £9m (€10.3m) for its members - £25,000 (€28,300) every single day of the year.

The new recruitment images will soon be available on the NUJ website in forms that can be downloaded and incorporated into bespoke leaflets and publicity material. If you have any queries or need help in producing printed materials, get in touch with the campaigns department on campaigns@nuj.org.uk

Union materials are being revamped in keeping with the In Good Company brand which celebrates some of the union's most famous members, including George Bernard Shaw, George Orwell and Claudia Jones.

The student and code of conduct leaflets have been redone and the union is redesigning its welcome letters and other member communications.

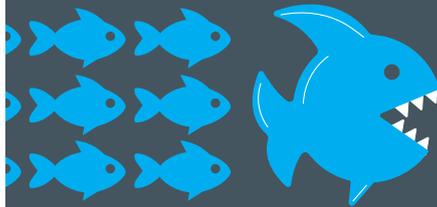
we should learn to shout about our successes," she said.

The Irish Executive Council is kicking off its recruitment campaign with a dedicated week: Strength in Numbers: building our union. There will be a special screening of No Stone Unturned with Barry McCaffrey and Trevor Birney, currently on bail and challenging their detention and seizure of equipment. Sessions will be held on how to recruit,

branch and chapel events and used on social media.

The focus is on promoting how the union helps media and PR workers in their careers and how it protects their rights as journalists and as individuals in the workforce. The materials can be used cross-sector to support a range of campaigns. The themes include fair pay, gender pay, networking, career opportunities, flexible working, ethical

REASONS TO JOIN



Be Part of a Collective Voice

As a member of the NUJ you are part of a united force championing the rights of media workers and defending attacks on press freedom. Successful workplaces are those where the management and workers share the same aims and talk to each other. Being a member of the NUJ means giving yourself and colleagues a real voice at work.

Are you keeping good company?

Join the NUJ today at nuj.org.uk/join



www.nuj.org.uk

REASONS TO JOIN



Press Freedom

The NUJ lobbies for journalists' rights so you can protect your sources, have editorial independence and do your job safely and freely, without censorship from the state. As a member of the International Federation of Journalists we are part of a 600,000-strong community working to ensure the safety of media workers across the globe, fighting for freedom of information, open government and plurality of the media.

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REASONS TO JOIN



Respect at Work

The NUJ challenges work cultures which lead to bullying and harassment. It will represent you on an individual basis if you experience this behaviour. It uses its collective voice industry-wide to argue that media workers are treated with respect. We promote workplaces where workers and managers learn to be constructive with their criticism during the creative process and the union publishes codes of conduct and dignity at work policies.

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International

As a spate of journalists' deaths has highlighted the risks of the job, Tim Dawson, looks at the work of the IFJ's Safety Fund

Matt Kenyon



The annual report of the International Federation of Journalists' Safety Fund makes for an unsettling read.

The fund assisted Somalian journalists forced to live in exile in 2017; in Zimbabwe it helped a reporter hiding from government agents and a Kenyan media worker receiving death threats was protected. In 20 other countries the fund provided critical assistance in legal expenses, family support after the loss of a breadwinner and help with travel to reunify families.

Ernest Sagaga, who administers the fund, said: "The type of relief provided by the IFJ Safety Fund, the speed with which it can be used, and the flexibility built into the system means that it

is a unique source of solidarity for journalists. Last year we paid out more than €106,654 (£94,000) in relief to help journalists relocate to safety, receive medical treatment or pay for secure accommodation."

The fund, established in 1992, depends on donations from affiliate unions. This year's Delegate Meeting voted to make this financial support an integral part of the NUJ's budget-setting process, and the budget agreed by the NEC included a £10,000 donation to the Safety fund over the next financial year.

At the core of the fund's work is the principal that media workers deserve to work in safety, whether they staff global news channels or turn in copy for

local websites. It is also used to provide members with training, advice, support and campaigns, lobbying international bodies, states and employers to fight impunity and protect journalists from intimidation and violence.

Events of the past few weeks have surely provided evidence, were it needed, to justify NUJ activists' concern for the welfare of colleagues elsewhere in the world. A grim tally has amassed almost daily.

Saudi columnist, Jamal Khashoggi, who worked for The Washington Post, was a known critic of Crown Prince Mohammed bin Salman. He was last seen entering his country's embassy in Turkey and was murdered. Reports of a 15-member Saudi hit squad entering the building have made for chilling reading. The murder and rape of Viktoria Marinova, a prominent Bulgarian journalist, was initially linked to her work.

In Yemen, reporter Zaki Al-saqadi, was gunned down; his union has blamed the country's security services. Last month, Abdirizak Said Osman, a reporter working for Radio Voice of Peace in Galkayo, Somalia, was stabbed to death after he left work. His union believed he had been targeted by the jihadist group al-Shabaab.

The investigative journalist, Daphne Caruana Galizia, was killed last year by a car bomb close to her family home in Bidnija, Malta. Her blog posts had revealed several corruption scandals involving Maltese politicians. Her killers

The IFJ has counted more than 70 journalist deaths so far this year on its Safety Fund page; the peak year was 2006, with 155 deaths. Find out more about its work on the website <http://ifj-safety.org/en/contents/ifj-international-safety-fund> and either ask your branch or chapel to make a donation or hold a fundraiser.

have not been found. Last month [25 September 2018] the NUJ had to write to the Honduran authorities demanding they ensured the safety of a member who received online threats and smears. Press freedom is being curbed in countries such as Poland and Hungary. Donald Trump's almost-daily demonisation of the press has been viewed as a threat to journalists.

Lionel Barber, editor of the Financial Times, said: "The murderous attacks on

journalists are becoming ever more prevalent. When an American president regularly denounces the media as enemies of the people it is hardly a surprise when less savoury regimes regard reporters and broadcasters as fair game."

Ernest Sagaga is used to lifting the phone to hear the most shocking news of colleagues, but his conviction has never been shaken. "When a journalist

is attacked, everyone in journalism is affected," the head of Human Rights and Safety at the IFJ said. "When a journalist is helped to overcome intimidation and violence, it strikes a blow for press freedom and rights which benefit the whole community."

Following an NEC motion, letters have been sent to the embassies of the Yemen, Bulgaria and Saudi Arabia calling for assurances on press safety.

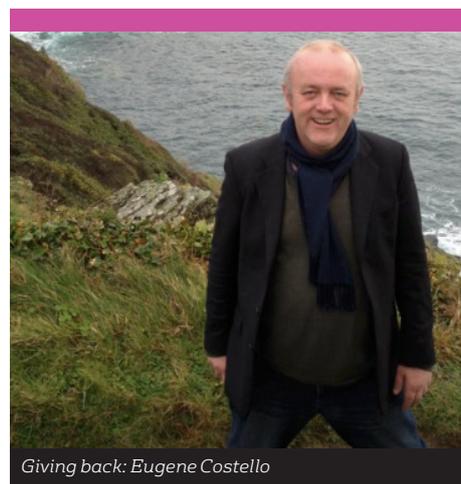
When you need a little Extra help

Eugene Costello is heading off on a road trip to Timbuktu for charity, including the union's hardship fund, NUJ Extra

He and fellow journalist Nick Redmayne are due to leave the UK on Boxing Day, heading south across Europe, through Morocco, Western Sahara and Mauritania, crossing the Sahara and ending in Mali's capital, Bamako – a journey of approximately 4,100 miles.

Eugene was on holiday this year in a tiny village high in the Pyrénées when he started to experience painful chest pains. When he landed back at Stansted airport he went straight to Whipps Cross hospital. "It's just as well that I did," he said." Eugene had a major heart attack, needing a triple bypass operation. There were complications and he was on life-support for 10 days.

He pulled through but was told not to work for 12 weeks minimum. As a freelance journalist this was obviously a problem. His financial plight was solved by The Press Fund, NUJ Extra and a Facebook group of journalists. Now he wants to say thank you by raising funds for the charity. You can find out more about Eugene's story and make a donation at



Giving back: Eugene Costello

<https://www.gofundme.com/uk-to-timbuktu-by-road-challenge/>

NUJ Extra is the union's charity set up to help its members and their dependents facing short-term difficulties.

Anthony Dowson contacted the charity when his father, George, a former Sunday Mirror sports reporter, developed dementia. He now lives in Gloucestershire and the charity put him in touch with

former NUJ president Tim Lezard. Tim now regularly calls on George and they chat about old times, with George reliving the time he opened the batting in a press match with former England captain, Ted Dexter.

George's wife, Margaret, said: "I'm really grateful to NUJ Extra for bringing him and Tim together. George really benefits from the company."

NUJ Extra provided a lifeline for Salisbury Journal reporter, Karen Bates, when her teenage daughter, Florence, was diagnosed with Asperger syndrome. Karen was forced to reduce her work hours to give Florence the care she needed and soon the debts mounted. She felt overwhelmed and could no longer cope. Fortunately, a friend rang NUJ Extra on her behalf. The fund helped her with bills and a new boiler and windows, plus an allowance. This meant she could care for Florence, who was able to continue to enjoy her favourite pastime, riding horses, which gives her great comfort.

Karen said: "I am a woman of words, yet my repertoire does not do the NUJ justice. While you may think you will never need to call on them, life is full of twists and turns and with the NUJ you will never be alone. Please join."

Many other members have benefited from NUJ Extra. You can find out more about the charity, how to apply for funds or donate on the NUJ website at <https://www.nuj.org.uk/work/nuj-extra/>

News Update

Anger provoked by arrest of film-makers

Screenings of *No Stone Unturned*, the documentary about the six unsolved murders in an attack at Loughinisland, Co Down, in 1994 have been organised by the NUJ in support of arrested journalists Barry McCaffrey and Trevor Birney.

The response to the union's campaign highlighting the plight of the film-makers has been phenomenal, said Seamus Dooley, NUJ Irish Secretary. Barry McCaffrey tweeted: "A wee woman who witnessed me being arrested gave me a big hug in the street there now! We both ended up close to tears! You can't beat genuine acts of human kindness."

He went on to warn: "It's an attack on the press, everybody should realise. It's us today, tomorrow it could be you."

On Friday 31 August, Barry McCaffrey was arrested at his home and a warrant was served by officers from Durham Constabulary and the Police Service of Northern Ireland (PSNI). Computer equipment, phones and files were seized in the raid and in simultaneous raids on the home of Trevor Birney and the offices of Fine Point Films.

The arrests coincided with a meeting of Belfast branch and the union's speedy response was widely credited with provoking public and political reaction

Bonzo / Alamy Stock Photo



Barry McCaffrey (left), Trevor Birney and Seamus Dooley

to the arrests. The two men were held for questioning for 13 hours and released on bail until November 30. On the evening of Friday 31 August, lawyers for Fine Point Films went to the High Court in Belfast to challenge the legality of a search warrant that led to the arrests. At the emergency hearing an undertaking was given to Lord Chief Justice Sir Declan Morgan, on behalf of the PSNI and the senior investigator from Durham Constabulary, that the material seized will not be examined pending the outcome of the judicial review.

On Friday September 7, lawyers for Fine Point Films appeared before a review hearing which was adjourned to allow discussions on the possible

appointment of an independent judge or adjudicator to review the equipment and documents seized, which included the school homework of Trevor Birney's daughter.

The union said the case was a serious attack on the journalists' duty to protect their sources and was a violation of their rights under the European Convention. The union will be using the Unesco's International Day to End Impunity for Crimes against Journalists on Friday 2 November to highlight this case.

Seamus Dooley, Irish secretary, said: "Journalists must be free to operate in the public interest without police interference. Every step must be taken to ensure that data held on computers is not compromised and that the confidentiality of the sources are not put in jeopardy.

"It is profoundly depressing to note that, yet again, priority appears to be given to tracking down the source of journalistic stories rather than solving murders in Northern Ireland."

Six people were killed when loyalist gunmen burst into the Loughinisland bar where football fans watched the Republic of Ireland team play in the World Cup and opened fire on customers.

The films will be shown at Belfast, Dublin and Loughinisland. For more information or if your branch or chapel wants to hold a screening, contact info@nuj.ie

O'Hagan anniversary

The union renewed its call on the Irish and UK governments to appoint an independent international investigation into the murder of Sunday World journalist and NUJ activist, Martin O'Hagan. Marking the anniversary

of Martin's murder on 28 September 2001, Séamus Dooley, NUJ Irish secretary, said: "The murder of Martin O'Hagan was a direct attack on the freedom of the press and the failure to apprehend those responsible for his murder casts a dark shadow."

Journalists' rights

The union is working with its cross-party Parliamentary Group in Westminster and other civil liberty groups to safeguard journalists' rights put under threat by the Counter-Terrorism and Border Security bill, which could undermine

the ability of journalism to conduct investigations in the public interest, and the Crime (Overseas Production Orders) Bill which could allow production orders to be served in overseas jurisdictions so that criminal evidence can be used in UK courts.