



**DM 2023
LONDON**

PRELIMINARY AGENDA

Tabling bodies should note that motions appearing in the preliminary agenda will lapse and will not appear in the Final Agenda unless confirmed by them by the last date for the submission of amendments, unless they have been chosen by SOC as a selected motion or are the subject of tabled amendments (Rule 9(d)(iii)).

LAST DATE FOR RECEIPT OF CONFIRMATION OF MOTIONS AND AMENDMENTS IS 1pm ON FRIDAY 3th

MARCH 2023. Amendments and confirmation of motions should be submitted to dmmotions@nuj.org.uk.

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

DO NOT submit the entire motion as amended. Use the recommended amendment formula on page 3 or consult an SOC member for advice (see back page for contact numbers).

Cost implementations for each motion will be provided in the Final Agenda once amendments have been taken into account.

**Michelle Stanistreet
General Secretary**

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

SOC has also briefly explained why some motions have been recommended out of order. If you don't understand, contact a member of SOC!

Examine the agenda carefully before confirming your motion or amending. If your motion is covered by a selected motion, you should amend the selected motion. This will assist with compositing. Selected motions are automatically confirmed. **If you choose to amend a selected motion do not also confirm your motion covered by that selected motion.**

Tabling bodies are reminded of Rule 26(c) which precludes the amendment of rules by an amendment to a motion which is not already an instruction to amend the rule. Such motions may not be amended to achieve a rule change.

Late Notice motions and emergency motions – tabling bodies should read Rule 9(d)(iv) carefully!

The recommendations printed over each motion are provided as a convenience to tabling bodies. They are intended to be provisional as they are based only on such information in the possession of SOC at the relevant time. SOC's recommendations to DM 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 motions are listed in the order in which SOC hopes to take them at DM.

Motions which SOC considers at the time of this agenda require a two thirds majority are marked with ($\frac{2}{3}$).

**Debbie Cavaldoro
Chair, Standing Orders Committee**

Printed copies of this Preliminary Agenda will not be available at DM. Delegates should bring a copy with them or can access DM documents at nuj.org.uk/dm. If you want this publication in an alternative format contact Headland House on 020 7843 3700 or info@nuj.org.uk.

PROPOSED STANDING ORDERS

These may be amended by an amendment from a tabling body submitted in the usual way and will be printed in the final agenda

- 1.** Standing Orders Committee will recommend the order of business and time limits. Any two members of the SOC shall have the right to address the Meeting on any question affecting the Agenda of Delegate Meetings.
- 2.** Sections of business for which there is an overall time limit shall not extend beyond that limit, subject to any revised recommendation by SOC on duration and time limits. Unfinished business for that session shall be remitted to a later session of conference. Extensions of time limits on individual speeches will be allowed only with the permission of two-thirds of the delegates present and voting and shall not exceed the period of the original time limit.
- 3.** Motions supported by the National Executive Council shall in the absence of objections be put for formal adoption without debate.
- 4.** Motions which in the opinion of SOC can be dealt with by the NEC or other Councils administratively and which do not require a decision by DM shall, subject to appeal to DM by the movers, be formally remitted by the meeting to the NEC or the appropriate Council.
- 5.** On the proposition of a delegate, duly seconded, conference may vote by a simple majority to remit to the NEC or other Council a motion being debated.
- 6.** Amendments to Late Notice Motions must be in the hands of SOC not later than three hours after the start of business on the first day of DM.
- 7.** Emergency motions may be submitted under the provisions of Rule 9(d)(iii)(C), but shall not be laid before conference until SOC has made recommendations as to whether or not they comply with those provisions.
- 8.** A motion or an amendment shall be debated only after it has been seconded by a tabling body other than the movers.
- 9.** Where several tabling bodies agree to a composite motion the movers of such motion shall not be permitted to withdraw the motion without the agreement of all tabling bodies who have contributed to the composite.
- 10.** Tabling bodies may instruct appropriate officials to move, second or speak on their behalf. An Industrial Council or other council shall have first call on officials who normally service that council.
- 11.** Where the acceptance by a tabling body prior to or during a debate of one amendment to a substantive motion would preclude debate on other amendments properly tabled to the same motion, the tabling body's normal prerogative to accept any amendment shall stand suspended.
- 12.** The seconder of a motion or of an amendment may second formally and reserve the right to speak later in the debate.
- 13.** An amendment to a motion shall be disposed of before any subsequent amendment is moved. If an amendment is carried the motion as amended becomes the substantive motion.
- 14.** The mover of a motion shall have the right to reply and this shall close the debate. The reply shall not deal with any matter not covered in the debate. This right shall apply only where the motion has been opposed. No other member shall speak more than once on the same question except to a point of order or by permission of the Chair. There shall be no right to reply to a procedural motion.
- 15.** When a point of order is raised, the debate shall be suspended until the Chair has given a ruling which shall be given at once.
- 16.** A member asking a question shall not add any statement.
- 17.** A debate may be closed if the Chair considers there is no substantial difference of opinion.
- 18.** After a motion or amendment has been moved and seconded, any delegate whose branch has not already spoken on it, may at the close of any speech move "That the question be now put". If such a motion be moved during discussion on an amendment, it shall be taken as referring only to the amendment. Unless

it shall appear to the Chair frivolous or an infringement of the rights of the minority, the motion "That the question be now put" shall be put forthwith and decided without discussion. If it be carried it shall be without prejudice to any right of reply under SO14.

19. A motion not otherwise ordered to be taken seriatim may be so taken on the motion of a delegate, duly carried by a two-thirds majority. A motion which is put out of order as a result of such a seriatim vote shall be void as a whole. A motion which has been ordered to be taken seriatim may be taken in its entirety on the motion of a delegate, duly carried by a two-thirds majority.

20. Where the NEC has decided its attitude to an DM motion and where the names of those present and voting at the NEC are recorded, any delegate may ask for the details of this vote to be announced to DM. Any delegate may request a member of the minority on the NEC to speak in the debate on that motion.

21. DM will consider and vote on the union's Annual Report, in accordance with Rule 9(a)(i). Appropriate section(s) of the Annual Report will be moved at the start of an order paper, with speeches limited to times agreed at the start of that 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 DM that they are challenging the ruling. If this challenge is supported by 5 or more branches, the Chair shall temporarily vacate the chair and the General Secretary or deputy shall then move, without debate, "That the ruling of your Chair be upheld". Unless two-thirds of delegates present shall vote against this motion, the ruling shall be upheld.

24. On the proposal of any delegate duly seconded and carried the General Secretary may be required to verify the credentials of delegates voting.

25. Any Standing Order, except this one, may be suspended by the meeting for a specified purpose on a motion to that effect supported by two-thirds of those voting and shall again apply immediately the specified purpose has been resolved.

AMENDING MOTIONS

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.

1. Quote the number of the motion or selected motion you are amending
2. Refer to the line number or paragraph number, clause etc and use this preferred style:
Line # delete "xxx", insert "xxx". E.g. Line 4, delete "calls on", insert "instructs".
3. If your amendment is an addendum – i.e. an addition at the end of the motion, this should start "Add at end".
4. Do not submit the entire motion as amended. This is confusing as we have to search the copy to find where you have amended the motion. It may result in your amendment being recommended "out of order as it is not in a proper form".
5. Take note of the SOC recommendations and contact a member of SOC if you are not sure.

If your motion is covered by a selected motion, please amend the selected motion. This allows SOC to compile a representative composite motion which assists conference business and prevents a duplication of debate.

DM MATTERS

1

This DM instructs the NEC before the next DM to introduce a change to the union's rules to the effect that NEC members cannot attend and vote as branch delegates to DM. This DM notes this is because one of the functions of DM is to hold the NEC to account.

Derry North West Ireland

2

This DM notes that under the current rules of the NUJ, just a third of DM delegates can thwart the will of the large majority to change subscription rates – the core income on which the NUJ's financial and political survival depends. This is highly undemocratic. DM therefore instructs the NEC to change the rules to give effect to the principle that a vote by a simple majority of conference delegates will in future set changes to subscription rates.

BBC World Service

SOC recommends that the following motion is out of order, being:

Not in accordance with the facts, Rule 9(a) does not specify that the delegate meeting is biennial

Void for uncertainty of meaning, the first set of bullet points being already within the scope of the delegate meeting as defined in rule.

Incapable of implementation, second paragraph, no mechanism exists to conduct a vote of tabling bodies outside of a Delegate Meeting, and fourth bullet point not possible in timeframe specified

3

This DM believes that the union's biennial conference is in need of reform if it is to engage more members and the next generation of activists. DM therefore instructs the NEC to consult formally both tabling bodies and individual members in order to produce recommendations that would allow DM 2025 to:

- address crucial questions facing the future of journalists, journalism and the NUJ itself;
- use technology to include hybrid or online events that are available to the entire membership;
- and allow formal policy-making decisions to be taken by delegates.

DM instructs the NEC to circulate these recommendations to tabling bodies and upload them to the members' section of the NUJ website by December 31, 2023 in order to allow individual members and tabling bodies to discuss the proposals fully within their normal meeting timetable and – through a vote by tabling bodies – agree a format for DM 2025 that is available by September 2024 at the latest.

In the meantime, DM also instructs the NEC to:

- produce a document indicating how motions from this DM will be acted upon for circulation to tabling bodies and uploaded to the members' section of the website within a month of the close of this DM;
- and update and similarly circulate this document within two weeks of each NEC meeting.

Leeds and West Yorkshire

WAGES, PAYMENTS AND CONDITIONS

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

4

This DM applauds Reach members and the Reach Group Chapel for taking strike action to win a better pay deal. Minimum salaries were boosted substantially above inflation levels and the company was forced to make a series of concessions to benefit members, including establishing a new company-wide, transparent career progression structure to allow members to access higher pay. The industrial action was the first ever group-wide strike in Reach and demonstrated the NUJ's ability to make the company think again having originally tabled a poor final offer.

In difficult times, the union's action helped achieve an outcome that put £2million more into the pockets of lower paid members. The action also led to the recruitment of hundreds of new members, thereby strengthening the union's density throughout and boosting its organisation. This DM underlines its support for members being ready to take industrial action in pursuit of better pay and hails the establishment of a real fighting fund capable of supporting members taking action. This DM therefore instructs the NEC to put pay at the centre of the union's campaigning in 2023 and 2024.

Birmingham & Coventry

5

This DM congratulates the Reach group chapel and its members whose decision to take strike action resulted in significant pay rises for low paid journalists and galvanised a successful recruitment campaign.

The outcome demonstrated how concerted and well-organised industrial action can advance the interests of members and act as a springboard for further success.

DM instructs the NEC to use the recent Reach dispute as a case study in recruitment materials and to highlight its lessons for members generally.

Welsh Executive Council

SOC recommends that the following motion is out of order, being void for uncertainty of meaning, what aspects of the dispute should be used as a model?

6

DM congratulates the members who took part in the successful industrial action against Reach; almost the entire NUJ staff were involved in the organisation of this dispute, because of its scale, and it is a significant achievement.

DM instructs the NEC to use this dispute as a model for future disputes.

Glasgow

7

This DM instructs the NEC to publish, before the next DM, an updated edition of the pamphlet 'Organising to Win'. This DM instructs the NEC to at least issue the pamphlet in electronic format, if it feels such is necessary for reasons of cost. This DM believes the reissue is important, given the urgency of arming our members to resist the squeeze on living standards.

Derry North West Ireland

8

This DM recognises the urgency and seriousness of the cost of living crisis facing our members; that many are struggling to pay bills, dependent on food banks and in some cases being driven out of the profession. It deplores the failure of employers to implement realistic wage increases. This DM instructs the NEC to be proactive in campaigning for inflation linked pay rises, 100% union recognition, enhanced working conditions and support for members' mental and physical health which is being adversely affected by austerity. DM also instructs the NEC to spread awareness of practical and financial support resources offered by the NUJ and encourage their uptake.

Derry North West Ireland

9

This DM commends the relentless and vital work that the NUJ does to champion equal pay across the media industry, including the union's recent fair pay campaign which provides practical support to chapels in their engagement with employers.

Pay equality starts with transparency in the recruitment process. This DM notes that there is a widespread practice among private sector employers to avoid disclosing salaries or pay bands on job adverts, instead noting that remuneration will be 'depending on experience' or 'competitive'.

This lack of transparency is wasteful for job applicants, who invest substantial time and resources in completing applications for jobs that may be considerably below their salary expectations. This practice obstructs career progression and most worryingly, leaves the door open for discrimination. Private sector workplaces are also less likely to be unionised.

This DM instructs the NEC to:

- Campaign for salary transparency by lobbying employers in the media industry to publish salaries or salary bands in employment adverts.
- Work with the TUC, ICTU and other trade unions to promote salary transparency in job adverts recruitment.
- Work with branches and chapels to encourage employers to publish pay gap data not required by law, including the gender pay gap for companies under 250 employees, ethnicity pay gap, and disability pay gap.

Equality Council

10

This Delegate Meeting congratulates the Health and Safety Committee, the union's trainer Caroline Holmes, industrial councils, branches and others for the work done to provide support and advice on working from home during the Covid pandemic in the form of written advice on the NUJ website and the regular health and safety sessions for reps and activists on the balance between working from home and returning to work in the office following the height of the pandemic.

DM recognises that new industrial issues, such as the right to choose between working in an office or from home, have arisen.

DM also notes the TUC survey and report "Disabled Workers Access Flexible Working as a Reasonable Adjustment" <https://www.tuc.org.uk/research-analysis/reports/disabled-workers-access-flexible-working-reasonable-adjustment> whereby 9 out of 10 workers with disabilities who worked from home during the pandemic wanted to continue to do so permanently.

This DM instructs the NEC to continue to promote the union's exemplary work in adjusting to a changing workplace and to continue to provide the support, encouragement, and necessary resources either by moving funds from areas where there is less demand, or by allocating up to £20k of new money to councils, branches and chapels to pursue this vital new work.

Magazine and Book Industrial Council

11

This DM recognises that since the COVID 19 pandemic more staff journalists are being required to work from home. The DM also recognises that as a consequence journalists are having to meet extra costs such as gas and electricity that would normally have been met by the employer. This places an additional burden on journalists during a growing cost of living crisis. The DM therefore instructs the NEC to:

- gather information on the different working from home allowances that exist across the industry
- develop a campaign to increase working from home payments that takes account that fuel bills are being passed on to journalists while pay levels fail to keep pace with the rise in the actual cost of living.

Newspapers and Agencies Industrial Council

12

This DM notes the continuation of home working following the end of Covid restrictions. DM is concerned that this, while favoured by many journalists, poses the risk of further outsourcing in the media industry exclusively for the purpose of cutting costs.

DM instructs the NEC to renew its fight against outsourcing.

London Independent Broadcasting and New Media

SOC recommends that the following motion is out of order, being void for uncertainty of meaning, what proposal from Oxford and District Branch?

13

This DM notes that recent pay surveys (Bookcareers.com Pay Survey 2021

<https://www.bookcareers.com/bookcareers-salary-survey-2021-results/> and The Bookseller May 2022

<https://www.thebookseller.com/news/publishing-staffers-surviving-not-thriving-as-cost-of-living-crisis-bites-book-seller-survey-finds>) have highlighted just how low publishing starting salaries are in relation to other graduate employment, and that low pay is a major concern across the industry. Low pay is driving people out of publishing or deterring them from entering the industry in the first place. Low pay particularly affects Black workers and those from working class backgrounds who are hugely under-represented in publishing. This DM believes that there is a causal link between low starting salaries and the lack of diversity in publishing. Current efforts by the industry to be seen to be doing something to promote diversity will fail unless the low pay issue is resolved.

DM welcomes Oxford & District Branch's proposal for a campaign promoting diversity in publishing.

This DM instructs the NEC to develop and disseminate a national campaign that focuses on entry-level pay rates as a major barrier to recruiting beyond white middle-class demographics.

Magazine and Book Industrial Council

14

This DM believes journalists should never be subject to individual quotas or incentives for the number of "hits" they generate each week or month on the digital stories they create. The financial importance of digital publishing is understood by DM, but pressure of this kind inevitably leads to poorer quality reporting as journalists feel the need to put more of their attention into headline grabbing celebrity-decked or controversial topics which, in the regional press particularly, may squeeze out important public interest stories or of local interest. They also crucially leave journalists exposed to unacceptable levels of workplace stress and potentially poor mental health.

This DM therefore instructs the NEC and relevant industrial councils to campaign against the adoption of individual digital click targets by publishers in favour of the pursuit of collaborative and collective digital traffic growth.

Birmingham & Coventry

15

This DM welcomes the significant strides made by the union at the Irish public service broadcaster, RTÉ, in tackling the issue of bogus self-employment.

The review of the employment status of workers at RTÉ by Eversheds and subsequently by the investigation unit of the Department of Social Protection, Scope, has highlighted the extent to which these bodies are allowed to engage in inappropriate employment practices.

Bogus self-employment is a denial of fundamental employment rights and can have particularly adverse consequences for women workers in respect of maternity allowances, carers allowances and promotional opportunities.

While the RTÉ trade union group made significant progress in rectifying the employment status of over 80 workers, the denial of retrospective pension rights represented an injustice which was incapable of being addressed under current legislation.

DM instructs the NEC, working with the IEC and the ICTU, to campaign for stronger legislation to end the scourge of bogus self-employment through strong enforcement measures, punitive measures for breaches of employment rights and strong retrospective rights for those deemed to have been wrongly categorised as self-employed workers and therefore denied contracts of indefinite duration (i.e. employees).

Irish Executive Council

SOC recommends that the following motion is out of order, final paragraph being incapable of implementation, NEC cannot ensure.

16

This DM welcomes the decision of the Government of the Republic of Ireland to apply a zero-rate of VAT on newspapers in Budget 2023 to support the financial viability of the newspaper industry. This conference believes the benefits of the concession should apply to journalism as a whole and not as a measure of relief for beleaguered balance sheets. Consequently a proportion of the saving being derived should apply directly to increased financial resources for journalists, including for training and development.

This conference instructs the NEC to work with union chapels and newspaper proprietors to ensure that the VAT benefits are distributed fairly.

Dublin

17

This DM notes that millions of UK and Irish workers are required to work during the night as part of their contracts of employment.

DM further notes that the harmful effects of night working have been well documented. It has even been suggested that the health risks of night-shift work are not dissimilar to those of smoking. This is hard to prove, because many of the dangers are very long term, and premature deaths often happen many years after the event from medical causes which could also be caused by other factors. However, independent researchers have found there is a strong statistical correlation between night work and heart disease - suggesting that the risk increases by 43 percent. The risk of cancer also increases significantly - by as much as 19 percent for all types of cancer and 28 percent for breast cancer. Night shift workers are also 23 percent more likely to be obese - which can be a factor in both cancer and heart disease. And researchers also believe the risk of depression is increased by a third in night shift workers. This isn't just a condition which reduces quality of life - suicide is the biggest killer of men under the age of 50. The other big killer of young people is road traffic accidents - and many, many night shift workers will admit to crashes and near misses when driving home.

DM instructs the NEC to campaign for better treatment for night workers concentrating on the following specific issues.

1. Night working should either become completely voluntary or measures put in place to allow workers to opt out of night shifts all together on reaching a certain age or after completing an agreed number of years working at night.
2. To help protect the health of night workers a mechanism needs to be agreed to help compensate for the negative effects of such work. This could in part be reflected in the way the working week is calculated with a night hour carrying a loading of 1.5 or 2 compared to a day hour in the calculation of the working week.
3. The facilities provided for night workers should aim to replicate those provided during the day. This should include access to HR, IT assistance, canteen availability, occupational health etc.
4. All night shifts should have officially sanctioned breaks for naps in dedicated sleeping areas built into rotas, with other team members given the responsibility for waking them at the appropriate time.
5. Any part of a night shift after 6am will be paid at triple time.

BBC World Service

18

This DM notes that news content is increasingly online only, password protected and behind paywalls. For freelancers or staffers that leave a company, this can mean access being denied to content produced for a particular employer. People knowing that they are leaving an employer can save work, but those made redundant at short notice and paid in lieu of notice or dismissed, can find themselves with no access to content they generated. Yet this is often necessary to prove experience and as examples of their skillset when looking for another position. It is not always evident in advance when somebody will need to show content they worked on. For freelance members, showing examples of relevant work can be necessary to secure jobs, be accepted on mailing lists, or gain press accreditation, for example the annual EU press pass. DM instructs the NEC to:

- Work with publishers in the UK, Ireland and elsewhere, with the objective of making it standard practice for media workers to be able to request copies of their work held behind paywalls.
- Launch a campaign in conjunction with the EFJ and IFJ to seek to ensure former employees and freelancers can gain access to content they have created.

Brussels

BROADCASTING

19

This DM notes that the government appears to be back tracking on the decision to privatise Channel 4. This DM instructs the NEC to keep making the case and campaigning that Channel 4 should stay in public hands.

Broadcasting Industrial Council

20

This DM notes with great concern decisions by BBC management to make further cuts to local news after previous large scale redundancies and a drastic reduction in TV and radio services.

DM instructs the NEC to call upon Ofcom to act with urgency to stop the decline in news services as it appears the BBC is unable to fulfil its mission defined by Royal Charter to act in the public interest by serving all audiences through the provision of impartial, high quality and distinctive output and services which inform, educate and entertain. The BBC's inability to fulfil its charter is evident following the decision to axe the half hour 6:30 pm news programmes and bulletins produced in Cambridge and Oxford - denying viewers quality local news and information. Listeners will also be denied regular news and information following significant cuts in BBC Local Radio.

DM also instructs the NEC to work with all broadcast unions and relevant organisations to campaign for intervention by Ofcom to stop the potential destruction of the BBC resulting from the government's decision to freeze the licence fee and threaten future funding.

Cambridge

21

DM notes that the BBC is going through a programme of restructure in England only two years after they cut 450 jobs across radio, tv and online.

The BBC plans to share most of its local radio output outside of Breakfast, Mid-morning and some afternoon programmes, cutting down on journalists and presenters which puts 800 staff at risk of redundancy. Local issues and grassroots journalism will also be detrimentally affected by the de-localisation of regional radio which was a lifeline for communities during the pandemic.

DM notes with alarm that diverse programming which is often broadcast on weekends and evenings may be reduced drastically or cut altogether - replaced by shared programming. There are fears that shows serving diverse audiences will only be available as a podcast. Local radio has always been at the forefront of serving and nurturing talent amongst Black and Asian communities - for many it is their entry point into the industry. These plans are detrimental to the continued existence of Black and Asian programming and show a complete disregard for underserved audiences.

DM instructs the NEC to request an urgent meeting with the BBC and ask them to provide clarification on diverse programming and how it will ensure that the Local Radio cuts do not adversely affect diverse communities.

DM further instructs the NEC to ask for a full equality audit among members at the BBC especially with the new cuts announced, due to statistics showing in the BBC annual report 2022 that ethnic minority staff are leaving in greater numbers and there's a lack of progression and career opportunities. Statistics show that more Asian and Black staff took voluntary redundancy than the general population for both groups, this goes in contrast to White British staff, where less staff chose to take voluntary redundancy than the general population. Additionally, more Black and Asian staff stopped working for the BBC due to the end of a fixed term contract, much more again than White British staff. Also, the median grade for White British staff is band D, whereas the median grade for BAME is a grade lower, band C.

Black Members' Council

This DM notes the BBC's Digital First strategy which is designed to target services towards new audiences, and thus justify continued funding via the Licence Fee.

While a laudable target, DM is deeply concerned that the BBC is pushing forward with many digital only products, at the expense of cutting live, linear broadcasting on radio and TV – including at the BBC World Service, BBC regional TV and BBC Local Radio.

DM is further concerned that these changes risk alienating traditional audiences, in particular the most vulnerable and isolated local and global communities, which may not have easy, affordable or stable access to online services.

DM therefore instructs the NEC to fund an NUJ campaign, calling for the BBC's linear services to be retained and properly funded via the Licence Fee and (with regard to the World Service) by central Government.

Broadcasting Industrial Council

FINANCE

Selected motion 23 covering motion 24. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

23 (⅔)

This DM notes the massive increase in the cost of living across the UK and Ireland caused by government policies including tax, energy and the consequences of Britain's exit from the EU.

DM notes that this has had an impact on members but also on the union and its ability to continue operating without a deficit.

DM believes that the union has to fight to improve members' standards of living, allowing them to produce quality journalism and support their families. To do this, the union needs suitable resources.

DM congratulates DM2021 for bringing the union's finances back into balance ready for this fight but is disappointed to realise that cost of living increases since then mean that the union once again has to increase subs to follow inflation. The DM is also concerned that membership amongst the lower paid has fallen over the pandemic crisis by three percent.

DM is worried that many members will not be able to afford an increase in line with an RPI in excess of 10 percent. However, DM also notes that all Grade One members and most of Grade Two members (82 percent of all paying members) are now eligible to claim one percent subs. This means that only a small number of Grade Two members, all earning more than 25k pa would be obliged to pay an increase in subs with as many as 2,500 Grade Three members also entitled to claim 1 percent subscriptions.

DM therefore instructs the NEC to amend the rules to give effect to an increase in all grades of subs in July 2023 and again in July 2024 by the following amount per month. DM notes this is an increase of approximately 5 percent per year.

	July 2023	July 2024
Grade 1	85p (£1.00) pm	£1.00 (£1.00) pm
Grade 2	£1.00 (£1.25) pm	£1.00 (£1.50) pm
Grade 3	£1.50 (£1.75) pm	£1.50 (£2.25) pm

This will mean that annual rates will be as follows:

From July 2023

	Sterling rate	Euro rate
Grade 1	£17.85 pm	€21.00 pm.
Grade 2	£22.00 pm.	€27.25 pm.
Grade 3	£30.50 pm.	€36.75 pm.

From July 2024

	Sterling rate	Euro rate
Grade 1	£18.85 pm	€22.00 pm.
Grade 2	£23.00 pm.	€28.75 pm.
Grade 3	£32.00 pm.	€39.00 pm.

Rates for Temporary members will be the following proportion of the minimum rate above: Year 1 - 50% (£108 or €129); Year 2 - 70% (£151 or €180); Year 3 - 85% (£184 or €219).

The minimum rate of £13 (€13.80) a month and all other subscription rates will remain unchanged.

National Executive Council

24 (⅔)

This DM notes:

That the amended motion 76 that was carried at DM 2018 noted “that under the current [subscriptions] structure there is a very low maximum subscription rate for higher paid workers and a relatively high minimum subscription rate for those earning up to £29,000 (€32,800) pa”.

This is still the case, despite the motions passed looking to address this. It is still also the case that other unions who serve their members just as well have far lower subscription rates.

The last ADM instructed the NEC to change the subscriptions’ structure so that it does not discriminate against lower paid members, and “to change the existing subscription thresholds in order to create a more progressive subscriptions structure”.

This DM believes:

The low pay prevalent within journalism, especially for those entering the industry, and for some in less well-paid sectors, such as Magazines, Books and online Journalism, means subscription costs are a barrier to membership.

This DM instructs the NEC to amend the rules in order to:

Create a more progressive subscriptions structure by introducing a single structure for all members based on earnings.

Earnings in £ (or Euro equivalent) per annum.	Rate £s (Euro equivalent) pcm
up to £16,000	£10 pcm
£16,001 to £24,000	£15 pcm
£24,001 to £29,000	£19 pcm
£29,001 to £36,000	£23 pcm
£36,001 to £45,000	£26 pcm
£45,001 to £60,000	£36 pcm
£60,001 and above	£48 pcm

London Magazine

25 (⅔)

This DM instructs the NEC to amend the rules, particularly rule 4 (contributions), to allow:

- 1) Applicants under the age of 25, joining for the first time;
- 2) Asylum seeker members switching to refugee member status; and
- 3) Temporary members;

to pay a membership fee of 1/3rd of the grade one rate for their first year of membership.

National Executive Council

26 (⅔)

This Delegate Meeting believes that among the lowest paid of potential members, the cost of subscriptions can be a barrier to joining the Union.

DM therefore instructs the NEC to amend the rules to give effect to a change in the current system of reduced contributions that would allow any member earning under £26,000 per annum to apply for a reduced contribution rate of 0.5 per cent of their taxable income, and to effect a change in the minimum contribution rate from £13 per month to 1/3 of the rate of grade 1 contributions.

This would ensure that there is a proper safety net in place for those workers who are struggling financially but who are still keen to retain their Union membership and support the work of the NUJ and it would be an option to turn to for those of us who are struggling to recruit lower paid colleagues.

This DM also instructs the NEC to amend the wording on the Union’s website to clarify the rules around the reduced contribution rates and how to apply.

Magazine and Book Industrial Council
Also received from Bristol

MEMBERSHIP

27

This DM believes the NUJ's industrial strength is limited by the fact that many workplaces in which the union organises have staff who are not eligible for NUJ membership and are not members of any other union. DM regrets that, despite promises over many years, sister unions have failed to recruit and organise in those workplaces.

This DM instructs the NEC to amend the rules to expand the membership criteria to include those who work in non-journalistic capacity in media companies, allowing the NUJ to recruit everyone who works for them. DM further instructs the NEC to develop policy that ensures the union will only recruit non-journalistic staff in workplaces where no other union is organising.

London Independent Broadcasting and New Media

Selected motion 28 covering motion 29. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

28

This DM notes with regret that the erosion of pay across the media and publishing industries over the last 40 years has been so drastic, especially for freelances, that the principle that members of the NUJ should earn most of their income from journalism has long been unsustainable.

DM also notes with regret that many who wish to earn their livings entirely from journalism cannot do so as six days' journalism frequently pays less than a single day working in IT, for example, and believes that an alternative entry criterion is essential for the union's survival.

DM reminds the NEC that other creative sector unions have abandoned the use of a percentage of income as their thresholds for membership in favour of set sums.

DM therefore instructs the NEC to amend the rules to the effect that the financial threshold for full membership of the NUJ will be earning the equivalent of 100 hours' work paid at the appropriate National Minimum Wage (as stipulated by national laws, or age-related criteria) from eligible work (as specified in Rule 2a) in the 12 months prior to the application date.

Leeds and West Yorkshire

SOC recommends that the following motion is void for uncertainty of meaning. What criterion is used by other trade unions?

29

This DM notes that the need for potential members to seek non-NUJ eligible work in addition to NUJ-eligible work is, in all likelihood, increasing.

It also notes that the rule requiring potential full members to earn more than half their income from NUJ-eligible work ("the 50 per cent rule") is highly discriminatory and favours those with alternative sources of income (spouses, partners, parents, "private" incomes) over those forced to seek non-journalistic work to supplement income from journalism.

This DM therefore instructs the NEC to change the rules to accommodate this situation by abandoning the "50 per cent rule" and substituting for it a simple financial criterion, such as is used by other trade unions with significant freelance memberships. This would mean retaining the category of temporary membership, but insisting that temporary members become full members once they have met the above-mentioned financial criterion.

This DM also instructs the NEC, in order to obviate the need to keep re-examining the level of income at which this full-membership criterion is reached, it should be set at 25 per cent of the appropriate National Minimum Wage (as stipulated by national laws, or age-related criteria).
All other classes of membership to remain unchanged.

London Freelance Branch

SOC recommends that the following motion is void for uncertainty of meaning. NEC would be incapable of writing a rule from this. This motion can be amended to give effect to a rule change principle.

30

This DM instructs the NEC to amend the rules to give effect to the principle that Rule 2 (c)(vi), concerning Associate Membership, would allow anyone who satisfies the NEC he or she is carrying out significant journalistic work and has a continuing commitment to journalism and trade unionism, including persons seeking to become or remain associated with the union because of their journalistic activities or interests, to apply for Full Membership of the NUJ, allowing them to play a full role in the life and work of the union.

Norfolk

ETHICS

31

This DM notes with concern the all too common cases of media intrusion into personal grief, and the high bar for complaints set by regulators such as the Independent Press Standards Organisation (IPSO).

Consider the example of NUJ member Mandy Garner, who appealed to IPSO regarding a Mail Online video report of a hit and run incident in which her daughter Anisha was killed. This tragedy and its coverage was the subject of an article by Mandy in the February 2021 issue of *The Journalist*.

The IPSO complaint was based on Article 4 of its code of practice, which refers only to the responsibility of the press to approach the subjects of news reports in a sympathetic and sensitive manner. This is in stark contrast to the Impress code's guidance on privacy, which goes into some detail.

Appropriate handling by news media of stories in which personal grief is a strong factor requires more than the minimal approach taken by IPSO. Without a detailed and considered code formulation, news media may absolve themselves of responsibility by stating that they fulfilled the largely non-existent conditions of the editorial code to which they are voluntarily subject.

Improving on Clause 4 of the IPSO code, and other editorial codes, will require considerable effort, with expert input from various stakeholders. DM instructs NEC to initiate an investigation on media intrusion into grief, with Ethics Council taking the lead.

Ethics Council

32

This DM instructs the National Executive Council to promote the union's Code of Conduct as a means of combatting the evils of disinformation and misinformation, sometimes referred to as 'fake news'. In particular the skills of our members who work in public relations should be availed of to promote the values of ethically based news gathering and fact-based commentary. The Code of Conduct is too often overlooked - it should be front and centre of the NUJ's public profile. This DM instructs the NEC to bring forward a campaign to promote the Code of Conduct in its dealings with members, employers and public bodies, and to issue an interim report on progress to members by the end of 2023, with a full report for the following DM.

Dublin Freelance

33

DM notes the importance of media literacy and professional journalism in tackling fake news, in particular in light of changes on platforms such as Twitter.

DM further notes the important role that PR and communications experts play in the dissemination of accurate information to journalists and media.

DM instructs the NEC to campaign for recognition for PR and communications professionals and the role they play in providing factual information and campaigns in the public interest.

Public Relations and Communications

34

This DM notes with concern reports in academic papers and elsewhere that very rare court cases involving rape or sexual assault in the UK are often confusing for the reader or viewer because of a lack of regulatory guidance and changing of guidance to court officials.

One such recent academic paper identifies that 39 court cases reported in 138 media stories showed great variation in journalistic practice regarding pronouns, use of names and terminology in the reporting of trans-identified defendants.

This DM instructs the Ethics Council to seek specialist guidance and work with anyone with useful expertise to develop guidance on the reporting of such cases to sit alongside our code of conduct.

Ethics Council

35

This DM deplores continuing the hate-mongering rhetoric about migrants and asylum seekers used by certain political figures and too many news outlets. Such inflammatory terminology - in many languages - and a concerning lack of informed background denigrates human rights and threaten democracy.

DM acknowledges that when a politician wrongly claims that “up is down,” a journalist is entirely right to report that the politician has said “up is down”. DM acknowledges that journalists are in an invidious situation when covering the political right and reminds colleagues of the ever-present importance of differentiating between messages and messengers.

DM commends the Ethics Council for organising an online public meeting in October 2021 about ethical reporting of the Afghanistan crisis, asylum and refugees and for making a recording available on the NUJ website.

DM also notes the excellent, comprehensive resources produced by the International Federation of Journalists and the International Labour Organization available on the www.migrantnarratives.org website and calls on NUJ members to note their contents.

DM also acknowledges the excellent paper “Reporting on refugees” published by NUJ Ireland and the UNHCR which underlines how important it is for editors, reporters, sub-editors and photographers to realize that, when we get it wrong, people suffer directly.

DM therefore instructs the NEC to institute a two-year campaign to promote these resources, primarily by posting reminders of their existence, with appropriate links, on social media at regular intervals or in response to particularly egregious remarks or incidents and for these to be included in NUJActive e-mails to members.

Paris

36

DM notes the work undertaken by the Reporting Poverty campaign which began at Manchester and Salford branch.

DM welcomes this work which, since it began in 2017, has produced guides offering practical recommendations, devised in collaboration with people with direct, lived experience of poverty as expert contributors, alongside media workers, academics, and organisations including Church Action on Poverty and Joseph Rowntree Foundation. This work which led to a support from Labour MP Ian Byrne resulting in the submitting of an Early Day Motion in 2022 challenging media reporting of poverty.

DM recognises that, as such, the NUJ has been instrumental in opening a discussion on the reporting of poverty and that the continued support of journalists in this campaign is both powerful and necessary.

DM acknowledges the continued relevance of the campaign amid the ‘cost of living crisis’ and the government’s ‘Fighting Fraud in the Welfare System’ plan (despite government statistics for 2021/22 stating that just 4% of welfare expenditure is on fraud or error).

DM further acknowledges Joseph Rowntree Foundation research revealing that more than one in five of the UK population were in poverty in 2022; with higher numbers expected due to the ‘cost of living’ crisis.

DM recognises the need to be alert to a return to derogatory language that can lead to negative stigmatising which has been used in the media previously to justify ‘welfare reform’.

DM instructs the NEC to continue to support the campaign and, in so doing, update the guides for members first agreed at DM in 2017 to:

- The NUJ believes that the use of discriminatory language in the media can lead to the demonisation of working people and those in receipt of benefits, including NUJ members.
- The NUJ believes that the use of derogatory or discriminatory language and stereotypes aimed at people in

receipt of benefits is an insult to workers, trade unions, as well as readers, viewers, and listeners, recognising those in poverty can be experts on the experience.

- The NUJ, while reaffirming its total opposition to censorship, believes equally that press freedom must be conditioned by responsibility and should not allow for the abuse of sections of our communities, including those experiencing poverty.
- The NUJ believes that newspapers and magazines should not originate materials which encourage discrimination on the grounds of being in poverty.
- The NUJ will continue to support the Reporting Poverty campaign, monitor the development of media coverage, and support members seeking to enforce the above aims.

Manchester and Salford

37

This DM notes the Information Commissioner's Office (ICO) consultation on the draft code of journalism practice, but is concerned by potential implications and restrictions on visual images that may reveal a person's ethnicity which is a protected characteristic under the Data Protection Act.

This DM feels that restricting visual images on this basis is incompatible with press freedom and the right to report and instructs the NEC to make representations to the ICO that the code of journalism practice does not restrict visual images on the basis of whether they visually reveal a person's protected characteristic.

Bristol

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

38

In line with our Code of Conduct, this DM affirms the right of journalists to report on and discuss gender critical issues, such as protection of single-sex space, gender self-ID and self-ID. DM notes that some journalists have experienced a lack of freedom to discuss these issues.

This DM affirms that the NUJ takes no position in the gender critical debate but it notes that gender critical views have been held to be protected in law— and the NUJ supports the right of journalists to cover these issues without risk of losing their jobs, or facing police investigation.

Bristol

RECRUITMENT AND RETENTION

39

This DM welcomes the union's new focus on recruitment and congratulates the recruitment organiser for his successful work in new workplaces.

DM believes this work could be better supported by the membership and instructs the NEC to establish a recruitment working group. This group should have 8 members drawn from the entire membership, including at least one each from Ireland, Scotland and Wales, selected by the NEC's Development Committee in consultation with industrial councils.

The working party should have the ability to co-opt up to 4 more members.

London Independent Broadcasting and New Media

40

This DM notes:

Recent Statista reports claiming there are nearly 180,000 UK media workers – journalists and PRs; figures broadly backed by national statistics. The figure for people defining as journalists is around 108,000 (a very large leap since the 73,000 of 2016), and the figure for the PR sector is around 71,000 (a figure that has more than doubled since the 33,600 of 2010).

That if just 10,000 of these eligible recruits were to join at the lowest subscription rate of £204 pa, they would contribute more than £2 million pa.

Discussions that the London Magazine Branch had with Labour Research in 2018-19 about researching where these potential members can be found. On the basis of the cost of research discussed then, the estimate for a basic scoping exercise today would be around £40,000.

This DM believes the rapidly changing nature of the industry means the location of these potential members is worth researching, with the aim of recruiting them to the union.

This DM instructs the NEC to allocate a sum commensurate with Labour Research's estimate toward carrying out research into the location of potential recruits to the union, and possibly employing LR to carry out this task.

London Magazine

41

This DM notes :

- That while we are well-provided with figures showing how many of our members are male or female, and how many are paying their subs according to the current grading system, there are significant gaps in the data we could obtain about our members – data which would help everyone involved better serve the membership – and recruit more from the eligible pool;
- That such data currently provides general and indicative information , but does not provide precise information about many areas – for example: the nature of the jobs they are doing; whether these are senior or junior jobs; where these jobs are based geographically; whether they are rural or based in towns; whether the members are a part of a chapel – recognised or not – or are isolated members; whether many of our members come from groups with protected characteristics (such as ethnic diversity, or disability or age, or whether they come from groups with particular religious or sexual orientation etc); and they tell us little about a raft of life style data, for example, about housing, food and travel costs – or even family status, let alone class origin data, which can identify important shifts the NUJ needs to know about;
- That such data would not be especially onerous to obtain on an anonymised basis, using some of the survey packages available, and could cost as little as £25,000 for software and processing;

- That such costs could easily be offset by recruitment and retention gains by providing national officers and campaign leaders with good background information.

DM instructs the NEC to allocate a sum toward carrying out research into the location of potential recruits to the union.

Magazine and Book Industrial Council

INTERNATIONAL

42

This Delegate Meeting pays tribute and thanks all the NUJ members, chapels and branches which responded to the appeal made by the IFJ and unions in Ukraine and Afghanistan, and made tremendous contributions to the humanitarian aid to journalists and their families displaced by war and conflict, as well as working journalists who continue to do their job in the most distressing circumstances.

DM notes that this extraordinary global display of solidarity may have been one the most significant in the history of our movement, and demonstrates how we can stand together at times of extreme dislocation and fracture.

In Afghanistan, according to the IFJ, its international solidarity fund received and disbursed €123,533 of donations -- €63,000 of which was distributed through our affiliates, the Afghanistan National Journalists' Union (ANJU) and Afghan Independent Journalists Association (AIJA), and in direct small grants paid through Western Union, to at least 172 journalists and their families.

The IFJ also provided more than €34,000 in assistance to journalists and their families who fled to Pakistan, both through our affiliate the Pakistan Federal Union of Journalists (PFUJ) to pay for shelter and in small cash grants. The remaining tranche of €26,000-plus supported the needs of Afghan journalists in exile in Turkey, Greece, North Macedonia, France and other countries. More support was provided by many generous affiliates directly.

As well as distributing emergency aid to journalists, our two sister unions have been continuously monitoring the state of media in the 34 provinces of Afghanistan, and their frequent reports make grim reading -- six months after the Taliban took over 318 media were closed, including 94 out of 114 newspapers, 132 radio stations, 51 TV stations resulting in 60% of journalists losing their jobs, women in particular effectively barred from most media jobs - just over 200 remained employed, but away from the screens. These reports were confirmed by UN agency in Afghanistan (UNAMA) attesting that there has been an exodus of journalists, the mass closure of media and rising threats, violence and restrictions.

DM equally notes that a bigger global solidarity effort followed the onset of the war in the Ukraine. Funds have been received by the IFJ and EFJ, including a massive injection by UNESCO totalling half a million euros used to buy among other things 110 items of personal protective equipment. As of the third quarter of 2022, some €255,000 was received of which €106,000 had been spent to help to our two sister unions, the NUJ Ukraine and the Independent Media Trade union of Ukraine, to support journalists on the ground, provide emergency assistance where needed, buy first aid kits and establish first three solidarity centres in Lviv, Ivano-Frankivsk, and Chernivtsi – later expanded to include three further offices in Zaporizhzhia and Dnipro and Kyiv. All six centres provide journalists with safety equipment and training, in some cases a desk from which to work, and help finding emergency accommodation, when needed.

DM believes that, in view of the uncertainty of the ultimate impact of this war, this solidarity effort must continue. It calls on members, chapels and branches to maintain this magnificent display of solidarity and instructs the NEC to keep up its annual contribution to the IFJ international safety fund.

National Executive Council

43

This Delegate Meeting welcomes the joint submissions by the International Federation of Journalists, the Palestine Journalists Syndicate and the International Centre of Justice for Palestine of two communications to the International Criminal Court on the killings of Palestine journalists, with the help of lawyers from Doughty Street Chambers and Bindmans LLP.

DM notes that these submissions only became receivable following a ruling by judges of the pre-trial chamber at the ICC last February 2021 that Palestine is a State Party to the Rome statute and the Court may extend its criminal jurisdiction to Gaza and the West Bank, including East Jerusalem.

The first submission in early April 2022 included the cases of four Palestinian journalists – Muath Amarneh and Nedal Eshtayeh who were shot and injured, and Ahmad Abu Hussein and Yaser Murtaja, both shot dead during the March of Great Return in Gaza in 2018. It also included the bombing in May 2021 of two towers, Al Shorouk and Al-Jalaa, housing Palestinian and international media organisations in Gaza.

The second, made on 20 September 2022, concerned the shooting and killing of Shireen Abu Akleh on May 11th by Israeli soldiers and the wounding of her colleague Ali Samoudi in the same attack, and it included another journalist, Shatha Hanaysha, who miraculously escaped injury. They were all wearing helmets and protective vests marked “PRESS” at the time of the shooting.

DM notes that the IFJ and PJS asked the ICC Prosecutor, Kareem Khan, to initiate an investigation pursuant to Article 53 of the Rome Statute, arguing that there are substantial reasons to suspect that crimes within the jurisdiction of the Court have been committed.

DM instructs the NEC to join the global campaign by the IFJ involving its chapels, branches and members, and mobilising its group in parliament to call on the ICC prosecutor to open an investigation forthwith.

National Executive Council

44

This Delegate Meeting registers its extreme concerns about the fate of journalists in Hong Kong where, 25 years after the handover 1997, journalism has declined to the point of becoming a mere shadow of what it used to be, vibrant and independent.

DM notes many journalists have been charged under the sweeping and draconian national security law introduced in 2020 that stifles press freedom and restricts freedom of information, alongside much older pieces of legislation, including a British-era sedition statute which was used by authorities to shutter Apple Daily, raid its newsroom and arrest its editors. Jimmy Lai, its founder, was jailed and 20 months later is awaiting court appearance, this time on national security charges. Stand News was also raided, its assets frozen and some of its journalists arrested and subsequently Citizen News has been shut down.

Other prominent journalists have also been charged and await court appearance. The pressure on journalists is such that the NUJ’s sister union, the Hong Kong Journalists’ Association has been considering whether to dissolve itself.

DM instructs the NEC to continue giving assistance to our sister union in Hong Kong and to work with them and the IFJ to recruit and offer support to journalists relocating from Hong Kong to the UK.

National Executive Council

45

This DM notes the strong stand taken by the NUJ at the European Federation of Journalists 2022 general meeting in Turkey in defence of the principle that trade union solidarity must be at the heart of the work of the EFJ.

This DM re-affirms the commitment of the NUJ to working with the International Federation of Journalists and the EFJ on matters of economic, social, and political interest, especially in the context of the policies of the EU and Council of Europe. A strong, united labour movement is essential to thwart the rise of far-right parties in Europe.

This DM instructs the NEC to seek to ensure that the work of the Steering Committee of the EFJ remains relevant to the values of the international trade union movement.

Irish Executive Council

This DM notes the alarming number of journalists in prison across the world for practising their profession. This DM instructs the NEC to:

- Be more proactive in disseminating information on these arrests and detentions to the wider membership, so that branches can organise messages of support and contributions to campaigns for their release, and in working in coordination with bodies such as the IFJ and human rights groups.
- Make it easier for branches to send financial contributions to international campaigns for justice for persecuted and imprisoned journalists.

London Magazine

RELATIONS WITH OTHER ORGANISATIONS

Selected motion 47 covering motion 48. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

47

DM notes the excellent work carried out by the union to increase engagement with the National Police Chiefs Council (NPCC) and the College of Policing (CoP) with the aim of informing and educating police officers on the role of journalists, including photographers and videographers. During the pandemic, briefing notes were disseminated to make clear to police officers that journalists are essential workers. DM also notes the launch of updated guidance from the London Metropolitan Police which was drawn up in consultation with the NUJ and explains the rights of journalists to carry out their work. A constructive dialogue between the NUJ, Bristol Branch and Avon and Somerset Police has improved the knowledge of their officers on the role of journalists.

The unacceptable arrests of photographers and reporters covering the Just Stop Oil protests highlights the continued lack of understanding of some police officers on how journalists work. There are numerous examples elsewhere in England and Wales of journalists being obstructed by police in the course of doing their work.

This DM instructs the NEC to utilise chapels and branches to find ways to strengthen the relationships with individual police forces, as well as continuing to work with the NPCC and CoP.

Photographers' Council

SOC recommends the following motion is out of order being contrary to Rule 9(a)(ii), no instruction, and final sentence being void for uncertainty of meaning – who's time and what resource?

48

This Delegate Meeting notes the excellent work undertaken by the NUJ to build relationships with Police, judiciary and security industry to build working relationships and improve the working conditions of journalists on the ground.

In particular, this DM notes that the NUJ has maintained bilateral relations with the Metropolitan Police, the College of Policing and the National Police Chief's Council. The good relations arising from this work has resulted in the speedy resolution of issues experienced by numerous individual members and the development of new training procedures for police involved in public order work, that recognises and supports the role of journalists in such situations.

This DM further notes that with the International Professional Security Association the NUJ has agreed Guidelines to improve working relationships between security guards and journalists. These guidelines are now widely adopted within the industry and have the potential to removed many of the points of conflict between reporters, photographers and security staff.

This DM also notes that the NUJ has participated in the Ministry of Justice's Media Working Group, helping to guide, among other things, a Reporters Charter applicable to all courts in England and Wales, setting out journalists' rights to attendance, access to documents and notice of proceedings. This DM commends all of this work and calls on the NEC to ensure sufficient time and resource is made available in future to allow activists and staff to build on this valuable work.

Freelance Industrial Council

49

This DM notes the work of the Independent Media Association in promoting the work of independent media outlets and encouraging adherence to high journalistic standards, including the NUJ Code of Conduct. This DM instructs the NEC to work with the IMA toward the creation of a streamlined process by which journalists at IMA member organisations can be brought into NUJ membership.

Norfolk

50

This DM notes that serious concerns have been raised at Branch level about the significant copyright, reputational and ethical damage that the NUJ's partnership with Google brings, as well as the actual depth of the NEC relationship with this internet giant.

This DM instructs the NEC to publicly consult with the membership on the nature and merits of the current relationship and, if necessary, to terminate any existing relationship or contracts with Google.

London Freelance Branch

GOVERNMENT POLICIES

Selected motion 51 covering motion 52. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

51

This Delegate Meeting notes the National Security Bill presented to the UK Parliament by then Home Secretary Priti Patel in May 2022, a proposed reform to the Official Secrets Act based on a report prepared by the Law Commission published in 2020.

This Delegate meeting notes its extreme concern at the following proposals contained within the Bill: conflating the distinction between journalism and spying; extending the definition of protected information; the application of ‘foreign power’ conditions to media owned or funded outside the UK; and the dilution of protection for ‘Special Procedure Materials’ as defined by the Police and Criminal Evidence Act (1984).

This Delegate Meeting calls on the UK Government to amend the Bill to create a clear public interest defence as recommended by the Law Commission, and to introduce further amendments to make clear that journalists doing their jobs should not be liable to prosecution.

This Delegate Meeting instructs the NEC to intensify campaigning within and beyond the Westminster Parliament to make the case that unfettered reporting is a foundational condition for democracy to flourish.

National Executive Council

52

This DM notes with concern the introduction of the National Security Bill, which concerns espionage, sabotage and persons acting for foreign powers together with prevention and investigative measures. This Bill concerns obtaining and disclosing protected information and entering and inspecting places used for defence.

DM is concerned that the remit of the Bill is very broad and covers information that is restricted in any way or it is reasonable to expect such information to be restricted.

Similarly, Crown land used for defence or for extracting minerals for defence purposes are protected places and cannot be approached or photographed.

DM is concerned that there is no public interest defence for journalists or the public and that the authorities are given far too much latitude in determining how to defend or protect places and information.

This DM instructs the NEC to do all it can to oppose this new Bill.

Ethics Council

53

The UK’s proposed Online Safety Bill is problematic for journalism and journalists. It compromises the UK Government’s long-standing obligations in international and domestic law, together with its recent pledges to defend freedom of expression in the UK and abroad.

DM notes that a letter of 15 November 2022 jointly sent by Big Brother Watch, Index on Censorship, Open Rights Group, Article 19, the Adam Smith Institute, and Liberty, to the UN Special Rapporteur on the promotion and protection of the right to freedom of opinion and expression, Irene Khan, calls attention to the Bill’s undermining of international human rights principles in the following ways: by leading to the restriction of speech considered ‘legal but harmful’; by giving online platforms, not courts, the right to enforce UK law; and by compromising end-to-end encryption of private messages.

Measures taken in the draft Bill (Clauses 6 and 16) to ringfence journalistic safety are partial and unsatisfactory, creating a double standard for freedom of expression that protects large media empires and leaves ordinary citizens, including freelance journalists, exposed.

The self-regulatory body for news publishers, IMPRESS, has suggested (written evidence, 16 September 2021) that the text of Clause 16 itself leaves open loopholes for bad actors to exploit.

Meanwhile, the provision for freelancers or small start-up news publishers to be recognised as journalists within the scope of the Bill rests with content moderators of the platforms, many of whom will be based outside the UK.

DM instructs the NEC to ensure regular monitoring of developments in this legislation, and further instructs the NEC to take a proactive approach in campaigning for the legal right of all our members to do their jobs unhindered, protecting our human rights to freedom of opinion and freedom of expression, as well as our professional rights, both offline and online.

New Media Industrial Council

54

This DM notes a recent raft of legislative changes in the UK that have restricted a number of democratic rights, including the right to protest. The NUJ continues to argue against the introduction of further legislative changes that could restrict journalists' rights, including the National Security Bill.

This DM is alarmed at the proposals to scrap the Human Rights Act 1998 and replace it with a Bill of Rights, referred to by human rights campaigners as the Rights Removal Bill. This DM is concerned that the proposed changes will restrict the rights of everyone living in the UK and the ability for journalists to hold those in power to account.

This DM instructs the NEC to continue to campaign against the scrapping of the Human Rights Act and the introduction of new legislation that restricts people's human rights.

National Executive Council

Selected motion 55 covering motions 56 and 57. Tabling bodies of covered motions should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

55

This DM notes:

- 1. Cost of living crisis in the UK, the Tory government economic chaos, threats of public spending cuts, attacks on trade union rights to strike and protest and scapegoating of refugees.**
 - 2. Strikes by rail, post, journalists and other unions are extremely popular and thousands of new members of trade unions recruited.**
 - 3. Tens of thousands of people joining scores of Enough Is Enough demonstrations across Britain.**
 - 4. Growing support within the TUC for trade unions, including those representing workers in the NHS, to coordinate generalised strike action against attacks by government and bosses on pay and conditions.**
- This DM believes the pay settlement by NUJ members at Reach and other positive results by other unions taking strike action shows what is possible if unions organise a fightback.**

This DM therefore instructs the NEC to:

- 1. Step up solidarity with all workers striking back and to urge all NUJ members to do so.**
- 2. To prioritise campaigning amongst the members to build confidence for them to organise and take part in strikes and protests.**
- 3. Oppose any attempts by the UK Tory government to divide and rule by whipping up racism over refugees and support initiatives organised by Care4Calais, Stand Up To Racism and the PCS civil service union and others.**

South Yorkshire

56

This DM gives our full support to workers, including journalists, being forced to take strike action against their employers. The cost of living crisis, fire and rehire tactics, and other attacks by employers in pursuit of maintaining profits at our expense all mean workers are uniting to fight back. Many of these disputes are seeing workers win significant gains.

This DM opposes the Tory government's threats to introduce further anti-union legislation to the raft of undemocratic restrictions already in existence. This is potentially a serious attack on the remaining democratic rights of trade unionists and an attempt to stop unions from taking industrial action to win their demands.

DM instruct the NUJ NEC to work with other unions and the TUC to prepare for the maximum co-ordinated industrial action, up to and including a 24-hour general strike, if the current Tory Government moves to implement new anti-union laws and restrictions.

London Magazine

57

This DM notes the cost of living crisis and the real and immediate impact this is having on the lives of all workers. Public sector workers – including PR and communications workers - have faced a number of years of pay freezes which result in a reduction of pay in real terms. DM instructs the NEC to support public sector workers and workers in other sectors who have been left with no alternative but to strike for improved pay and conditions and campaign around this issue.

Public Relations and Communications

58

DM welcomes the support given by the NEC to the SOSNHS campaign, fighting for an emergency injection of funding to halt the decline of England's NHS.

DM notes around a decade of real-terms cuts in NHS funding since 2010 had increased waiting lists to almost 5 million and led to missed targets for A&E waiting times, cancer treatment times and mental health services well before the Covid pandemic made things even worse.

The NHS now lacks the capacity to deal with the health needs of an increasing older population. It has fewer hospital beds, doctors and nursing staff than almost any comparable country, and no hope of improving performance or reducing the waiting lists without more funding. But government plans threaten to reduce funding further in real terms until at least 2025.

Access to a full range of services is vital for all journalists and their families, and DM believes the founding of the NHS in 1948 was a historic stride forward from the less inclusive and more bureaucratic 'social insurance' system that preceded it. But the NHS has never been in more danger than it faces today, with senior managers warning that another round of austerity could be unsustainable.

DM therefore instructs the NEC to seek ways to give increased publicity and practical support to SOSNHS, which links campaigners with the trade unions, and to inform journalists seeking facts and figures on the NHS that free access to evidence-based online information and analysis is available from The Lowdown <https://lowdownhs.info>.

DM also urges branches In England, Wales, Scotland and Northern Ireland to support local, regional and national events to mark the 75th anniversary of the NHS in July 2023.

Birmingham & Coventry

Selected motion 59 covering motion 60. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

59

This DM joins the TUC in condemning the government’s plans to transport people seeking asylum in the UK to Rwanda, to be housed in offshore detention camps.

DM commends the Public & Commercial Services Union decision to take a case to the High Court seeking judicial review on behalf of its members and in partnership with the charities Detention Action, Care4Calais and Asylum Aid.

DM notes that whilst the former Home Secretary has been arguing that the legislation, part of the UK’s New Plan for Immigration, was to “control borders, protect communities and stop human trafficking”, campaigners, NGOs, MPs and even some Home Office’s staff disagree. In fact, many are concerned it will strip refugees and asylum seekers of their rights as many will lose access to effective legal access and the courts.

DM welcomes the strong interventions of both the United Nations High Commission for Refugees (UNHCR) stressing that those removed to Rwanda will not have access to fair procedures for determining their refugee status and the European Court of Human Rights which ruled that individuals should not be removed until domestic courts have decided whether or not the policy is lawful.

DM believes that legislation underpinning this treatment of refugees and asylum seekers such as the Nationalities and Borders Act, dubbed the “anti-refugee bill,” is brutal and racist and instructs the NEC to work whenever possible with organisations arguing for a humane immigration policy in their campaigns to oppose the government’s Rwanda asylum policy and for this vicious legislation to be repealed.

Black Members’ Council

60

This DM condemns the UK Tory government's “Rwanda plan” as a deliberate attempt to scapegoat refugees to whip up racism.

This DM notes the rise of racism and fascism across Europe, most notably in Italy where fascist Giorgia Meloni is Prime Minister, members of the far right are in government in Sweden and the continuing threat from fascist Marine Le Pen's National Rally in France.

This DM instructs the NEC to support the PCS civil service union to stop the Rwanda plan, campaigning alongside Care4Calais, Stand Up To Racism and other anti-racist, pro-immigrant organisations.

South Yorkshire

61

This DM notes with alarm the petrol bombing of a new Border Force migrant reception centre in Dover by a supporter of the Far Right after which he killed himself.

DM fears that it is the focus by some politicians on Channel crossing and migrant accommodation that has been among factors that triggered the hostile climate against migrants, fostering racism and such violence against vulnerable people. Some like Home Secretary Suella Braverman broke all the taboos of responsible speech referring to a “migrant invasion” days after the attack, while Dominic Raab, deputy prime minister, pledged to revive the British Bill of Rights, in a bid to legalise the exclusion of asylum seekers and end their right to seek asylum.

DM notes that since 2020 the numbers in immigration detention have almost tripled, as reported by immigration charity Bail for Immigration Detainees blaming the Rwanda policy for the increase.

DM equally notes the submission made by Chief Inspector of Borders David Neal to the Home Affairs Committee describing conditions at Manston migrant processing centre in Kent as wretched, packing over

3,000 people, 150–160 per marquee, and some sleeping on the floor for up to a month. Following the outcry, several hundred asylum seekers were bussed out of Manston to unknown destinations, as the Prison Officers Association union leader warns of riots and hunger strikes caused by the conditions and the failure to keep those held there informed.

DM recalls its policies adopted at several ADMs on these accommodation centres interning hundreds of asylum seekers in overcrowded and degraded conditions. The “crisis” at Manston laid bare how the horrendous conditions at these holding centres leave huge scars on whole generations of refugees and their families, making it harder for families to resettle and cut them off from sources of support.

DM instructs the NEC to support the work of the Refugee Council, the Joint Council for the Welfare of Immigrants and other migrants’ rights charities and speak out against abuses of basic human rights.

Black Members’ Council

62

This Delegate Meeting registers its extreme concern that the UK government is taking steps to ban public bodies from imposing sanctions, such as economic and cultural boycotts, on foreign countries. The chilling anti-Boycott, Divestment and Sanctions (BDS) legislation designed to “prevent public bodies engaging in boycotts that undermine community cohesion” was included in the Queen’s Speech last May.

Reaffirming that the NUJ has no position on BDS as affirmed by motion 40 agreed by ADM 2008 in Belfast, DM instructs the NEC to oppose any law that would restrict free speech or prevent public bodies from taking action on abuses by foreign countries as they see fit.

National Executive Council

63

DM recalls Composite D passed by DM 2018 calling for a campaign for legislation on Big Techs such as Facebook, Google and Amazon.

DM notes the world-first legislation, the News Media Bargaining Code, passed by the Australian parliament forcing the platforms to negotiate with news organisation, and trigger arbitration if those negotiations broke down.

This Code is being copied in many countries as new laws have been implemented by:

- France, which imposed a 3% levy on internet heavyweights dubbed the GAFA (Google, Apple, Facebook and Amazon tax);
- Spain, which passed a Digital Services Tax bill under which companies offering digital services with a global turnover above €750m being taxed 3% of their income;
- Canada, which enacted a new Online News Act, which will force Tech Giants to negotiate “fair commercial deals” with Canadian news companies, estimated at £124m a year.

There are now increasing signs that regulators and law-makers in both Europe and the US are becoming more favourable to the arguments presented by news organisations that they must be paid for their contents.

DM recalls that the NUJ put at the heart of its News Recovery Plan an urgent windfall tax on tech giants calling on the Digital Services Tax to be tripled to 6% and the proceeds to be used to fund a News Recovery Plan.

DM welcomes the announcement by Keir Starmer that a Labour government would force tech giants to pay news publishers for their content if the party wins the next election and instructs the NEC to seek to have an input in any drafting of a code to ensure that any revenue is spent on frontline news content, not dividends or corporate bonuses and that any small, independent, community or freelance organisation unable to negotiate directly is included.

National Executive Council

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

64

This DM notes that, since the last DM, there have been further revelations in respect of security force knowledge regarding the murder of Martin O'Hagan. This DM expresses great concern that our brother's murder resulted from collusion between elements of the security forces and the Loyalist Volunteer Force to silence Martin's journalism. Thus this DM instructs the NEC to continue the union's campaign for an international public inquiry into the murder.

Derry North West Ireland

65

This DM condemns the introduction of the Retained EU Law (Revocation and Reform) Bill under which all remaining retained EU Law will either be repealed or assimilated into UK domestic law by the end of 2023. DM notes that around 2,400 pieces of primary and secondary legislation may be undermined if the Bill becomes law, including various provisions relating to work such as the Working Time Regulations 1998, the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 and the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002, health and safety regulations and anti-discrimination legislation.

DM instructs the NEC

- to campaign with stakeholders such as politicians, sister unions and civil society organisations to defeat the Bill;
- to campaign, in parallel, for the retention of legislation which will affect members, such as employment legislation and anti-discrimination provisions.

Continental European Council

Selected motion 66 covering motion 67. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

66

This DM welcomes the publication of the Future of Media Commission and notes that many of the recommendations reflected in the proposals were put forward by the NUJ in Ireland.

This union had long campaigned for a commission on the Irish media and successfully campaigned for responsibility for media policy to be transferred to a designated department incorporating Media, Arts and Culture.

DM notes with regret that the Irish government failed to accept key recommendations from the Commission regarding the reform of the funding of public service broadcasting.

The failure of successive governments to legislate for proper funding and to reform the licence collection system has undermined Public Service Broadcasting in Ireland. Throughout Europe there is a growing hostility towards public service broadcasting.

The proposed EU Media Freedom Act provides an opportunity for a European wide campaign to promote public interest journalism, including public service broadcasting.

DM instructs the NEC to work with the IFJ, EFJ, sister unions and the ETUC to seek to ensure that the values of public interest journalism inform EU policy on the future of media in Europe, while also monitoring implementation of the Commission's report.

Irish Executive Council

67

This DM notes the publication, in the Republic of Ireland, of the Report of the Future of Media Commission.

We further note that the Irish Government has accepted 49 out of the report's 50 recommendations. We believe the implementation of these recommendations is now a matter of urgency given the situation facing our members across various media outlets.

This DM instructs the NEC to work closely with the Irish Executive and to ensure the Irish Executive has all the resources necessary, including personnel and funding, to:

- mount a campaign in the Republic of Ireland which would raise awareness of the issues at stake, particularly the vital importance of an independent and fully functioning for democracy to thrive and for power to be held accountable
- lobby and exert pressure on government to come up with the timeline and money to make the report's recommendations a reality.

Irish South West

SOC recommends that the following motion is out of order, being contrary to Rule 9(a)(ii) – no instruction

68

This Delegate Meeting welcomes the recommendations of the High-Level Working Group on Collective Bargaining in Ireland, chaired by Professor Michael Doherty of the National University of Ireland, Maynooth. DM believes that the recommendations, in particular what is referred to as “good faith engagement” at business level, have the capacity to transform industrial relations in the Republic of Ireland.

DM notes that if an employer refuses or fails to take part in good faith engagement with a trade union, the union can refer the matter to the Labour Court. If an employer refuses to implement a Labour Court determination, the union can take the matter to the Circuit Court, which can direct the employer what it must do in relation to good faith engagement, and the employer can also then be fined.

The NUJ and the ICTU have long campaigned for the right to collective bargaining in Ireland in the face of aggressive opposition from employer bodies and anti-union companies.

DM calls for the full implementation of the report, as a matter of urgency.

DM also calls on the ICTU to work with affiliate unions in developing a training programme to ensure that workplace reps and full-time officials are equipped to make maximum use of the measures proposed in the report.

Irish Executive Council

69

This DM congratulates the NUJ's Scotland Office, the Scottish Executive and Edinburgh Freelance Branch on their extensive recent lobbying and campaigning in support of public interest journalism, and notes that much of this work was inspired by the prompt publication, early in 2020, of the NUJ's excellent News Recovery Plan.

DM also notes the publication in November 2021 of the report of the Scottish Government's cross-industry Public Interest Journalism Working Group, and the Scottish Government response to the report, which welcomed its key recommendation that an independent Scottish Public Interest Journalism Institute be set up, with multiple funding sources, to promote future debate and action on key issues affecting high-quality public interest journalism in Scotland.

DM instructs the NEC to continue to offer full support for the development of such an institute in Scotland, with strong NUJ input; and to continue to press the Scottish Government to follow through on its stated commitment to public interest journalism by making sufficient start-up resources available to ensure the successful setting up of such an institute, as recommended in the Working Group Report, and strongly supported by NUJ members in Scotland.

Edinburgh Freelance

70

This DM supports the decision of the Welsh Government to fund new media outlets in Wales but deplores the awarding of public money to Newsquest for a venture that quickly failed.

DM believes that such funding should not be channelled via the Books Council of Wales, whose expertise is in a different area, but via a body to be established incorporating industry representatives including the NUJ. DM instructs the NEC to make representations along these lines to the Welsh Government.

Welsh Executive Council

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no instruction as DM can neither donate money nor circulate information

71

This DM believes that it is a disgrace for the government to be considering rent rises of around 5% for social rents and that both shared owner rents and service charges have any cap, at all. For shared owners, this means a possible rent rise between 15% and 20%.

Such increased pressures on household incomes would be unaffordable for those in social and shared ownership housing, many of whom are low-paid workers, particularly against the backdrop of the highest inflationary levels in 40 years. Many NUJ members, in particular younger journalists, will be badly adversely affected by the housing crisis, as was indicated by the research conducted by the union in recent years.

A social rent freeze would ease the burden on such tenants and residents and save the taxpayer money.

Around 30% of tenants receive the Housing Benefit (amounting to c£7.5 billion in 2020/21). Yet the housing association sector has a collective surplus of around £4.4 billion. A further rise in social rents would therefore transfer more money from the taxpayer to these very rich landlords.

This DM supports the Social Housing Action Campaign (SHAC) and their partners in lobbying to make sure that social rents, shared owner rents, and service charges are frozen rather than raised on 1st April 2023.

We note that their fundraising target is around £10,000 to help cover the costs of campaign materials, printing, banners, leaflets, flags, and online advertising.

We also note that SHAC is working closely with Defend Council Housing, the New Economics Foundation, the Radical Housing Network, and Homes for All, as well as other specialist housing campaigns towards their goal.

This DM, therefore, resolves to:

Donate the amount of £1,000 towards the campaign.

Circulate information about the campaign to all members.

London Magazine

MEDIA FREEDOM

Selected motion 72 covering motion 73. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

72

This DM pays tribute to NUJ member Chris Mullin for his courageous and principled stand in the defence of his journalistic sources. Chris Mullin’s journalism about the Birmingham Six paved the way for the righting of one of the worse miscarriages of justice in British history. This would never have happened were he not to have kept his lifetime pledge to protect the source of his key material – even nearly 40 years later when, supported by the NUJ, he faced down an application by West Midlands Police under the Terrorism Act 2000 to give up the identity of his source.

While all sympathy remains with the relatives of the victims of the 21 killed in the Birmingham pub bombing outrage, the police pursuit of Mr Mullin for his journalistic sources was only to provide a fig leaf for their failure to carry out a proper investigation into the case over decades. Mr Mullin’s success serves as an important reminder to all current journalists over the importance of abiding by this key tenet of the NUJ Code of Conduct. This DM reaffirms its commitment to the Code and instructs the NEC to continue to ensure members are regularly reminded of its contents and their duty to uphold it.

Birmingham & Coventry

73

This Delegate Meetings notes that in March 2022, West Midlands Police sought to use the Terrorism Act (2000) to compel NUJ member Chris Mullin to name one of the sources who had supplied information in connection with his investigation of the Birmingham pub bombings of 1974.

This Delegate Meeting further notes that Mullin recognised the critical importance of NUJ support in his defence of his right to maintain the confidentiality of his source.

This Delegate meeting notes that in his judgement, the Recorder of London, Judge Mark Lucraft cited extensive case law established as a result of the NUJ backing its members’ rights to maintain the confidentiality of their sources, including those of Bill Goodwin, Robin Ackroyd, and Shiv Malik.

This Delegate Meeting believes that Mullin’s investigation of the miscarriage of justice that followed the Birmingham pub bombings is among the most important pieces of investigative journalism of recent times. It resulted in the overturning of six wrongful convictions, the disbanding of the West Midlands Serious Crime Squad and the establishment of a Royal Commission on Criminal Justice.

This Delegate Meeting applauds Chris Mullin for his bravery, and the NUJ for its steadfast support of him when success was by no means assured. This Delegate Meeting asserts that without dogged legal work on the part of the NUJ, free speech in the UK would be far less well protected.

This Delegate Meeting instructs the NEC to continue to support members who refuse to reveal their sources, and to work to further publicise the unique role that the NUJ plays defending free speech.

National Executive Council

74

This DM instructs the NEC to pursue a targeted campaign to oppose the further concentration of media ownership through the acquisition of local newspapers in Ireland; and to campaign for stronger powers for the Competition and Consumer Protection Commission (CCPC) to halt the practice by assessing proposed mergers on factors beyond commercial. Particular focus should be given to unfair commercial practices in advertising.

Ahead of media mergers becoming the remit of the new Coimisiún na Meán, the process by which acquisitions are assessed should be fully re-examined, giving consideration to editorial independence in the context of local newspapers where shared content should have no place.

West of Ireland

Selected motion 75 covering motion 76. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

75

This DM condemns moves to introduce a so-called ‘Bill of Rights’ and the continued attacks being made by the UK government on the European Convention on Human Rights, the European Court of Human Rights, the British judiciary and the rule of law.

DM notes with concern moves by individuals and organisations to use freedom of speech and religion as justifications for the promotion of discrimination and hate speech, thereby trying to deny others access to the protections guaranteed by the Convention.

DM instructs the NEC to:

- **accelerate the work at a national level and with the European Federation of Journalists (EFJ) and the International Federation of Journalists (IFJ) to protect journalists’ rights under the Human Rights Act and the European Convention;**
- **continue to publicise amongst NUJ members the importance of decisions of the European Court of Human Rights for the protection of journalists, and the negative consequences for journalists if the Human Rights Act and/or the European Convention protections can no longer be pleaded before a British Court;**
- **strengthen the work with other unions and civil society groups, where feasible, to raise awareness amongst members of the public about the importance of the European Convention on Human Rights and to counter claims that it promotes such things as religious discrimination, unwelcome immigration and the protection of terrorists;**
- **continue to oppose any attempts to water down the European Convention on Human Rights, revoke the Human Rights Act, or withdraw the UK from the European Convention on Human Rights;**
- **raise awareness that the right to free speech does not protect hate speech or incitement.**

Continental European Council

76

This DM condemns moves to introduce a so-called ‘Bill of Rights’ and the continued attacks being made by the UK government on the European Convention on Human Rights, the European Court of Human Rights, the British judiciary and the rule of law.

DM notes with concern moves by individuals and organisations to use freedom of speech and religion as justifications for the promotion of discrimination and hate speech, thereby trying to deny others access to the protections guaranteed by the Convention.

DM instructs the NEC to:

- **work at a national level and with the EFJ and IFJ to protect journalists’ rights under the Human Rights Act and the European Convention;**
- **publicise amongst NUJ members the importance of decisions of the European Court of Human Rights for the protection of journalists, and the negative consequences for journalists if the Human Rights Act and/or the European Convention protections can no longer be pleaded before a British Court;**
- **work with other unions and civil society groups, where feasible, to raise awareness amongst members of the public about the importance of the European Convention on Human Rights and to**

counter claims that it promotes such things as religious discrimination, unwelcome immigration and the protection of terrorists;

- oppose any attempts to water down the European Convention on Human Rights, revoke the Human Rights Act, or withdraw the UK from the European Convention on Human Rights;
- raise awareness that the right to free speech does not protect hate speech or incitement.

Brussels

77

DM notes:

That in 2018 the Scottish information commissioner ruled that Scottish ministers breached Freedom of Information laws by de-prioritising requests from journalists.

That in 2020 the Scottish Government sought to extend the deadlines for responding to FOI requests, using the Covid-19 pandemic as a justification.

Continued obstacles and obfuscation in the response of the Scottish Government and Scottish public bodies to FOI requests.

DM believes:

There are continuing serious problems for journalists and the public over the Scottish Government's secretive attitude to FOI in Scotland, involving paid government officials of certain departments being able to decide on handing over material requested by journalists and others.

That officials who still act for their bosses have been pressed into service as FOI officials.

That this is utterly unacceptable, and so is the trend to censor/redact names of departments and Units as well as total removal and protection of officials' identities.

That Freedom of Information is a fundamental right and enhances the ability of journalists and campaigners to go about their work.

That Freedom of Information laws are not fit for purpose in their current state.

DM resolves to support Katy Clark's forthcoming members' bill to the Scottish Parliament seeking to amend the FOI (Scotland) Act.

DM instructs the NEC to oversee a renewed campaign to defend the right to Freedom of Information in Scotland and across the UK.

Glasgow

78

This DM reasserts the social necessity of public interest journalism and deplores the increasing reliance of some media companies on a business model that prioritises the accumulation of page views over the role of journalism as a public good.

DM believes that such a business model skews news values, replacing local news with generic content, and leads to a decrease in the scrutiny of those who hold power.

DM instructs the NEC to campaign on this issue and to make these points when responding to statutory consultations.

Welsh Executive Council

Selected motion 79 covering motions 80 and 81. Tabling bodies of covered motions should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

79

DM condemns the increasing use of SLAPPs (Strategic Lawsuits against Public Participation) that attempt to stifle legitimate reporting and debate. The UK government's own response in the recent consultation about SLAPPs identifies such actions, which are brought by the very rich against individual journalists

regardless of employer, as being at their most pernicious before cases ever reach a courtroom. Such claimants use seemingly endless legal letters that threaten journalists, academics, and campaigners with sky-high costs and damages.

This DM expresses its full support and praise for those journalists who have risked all to stand by their right to free expression and their duty to the public to expose corruption.

The UK government, following a lengthy consultation in the summer of 2022 agreed that SLAPPs are “a recognisable and pernicious form of litigation which seeks to silence, intimidate, and harass opponents” and promised to pursue legislative reform at the earliest opportunity such as a new statutory early dismissal process to strike out SLAPPs claims. It also promised a new formal costs protection scheme. This DM instructs the NEC and the Ethics Council to pressure the UK government through the Department of Justice and the Department of Digital, Culture Media and Sport to introduce these reforms as quickly as possible in order to protect free speech and the right to report.

Ethics Council

80

This Delegate Meeting notes that the rich and thin skinned increasingly use the courts to harass, intimidate and silence journalists – a practice known as ‘lawfare’ including Strategic Lawsuits to Prevent Public Participation (Slapps).

This Delegate Meeting notes that the London courts in particular have become a global centre for such abuses. It further recognises that while some celebrated cases, such as those of Carol Cadwalladr, Tom Burgis and Catherine Belton come to public notice, far more are settled or remain under the radar.

This Delegate Meeting also notes that while the UK Government has committed to reforms to make such abuses more difficult, at the time of writing these have not been enacted because of the dysfunctional chaos that has engulfed the UK’s executive.

This Delegate Meeting instructs the NEC to campaign with renewed vigour to ensure that the law is not used to bully and harass journalists in the UK or Ireland and to create a stable set of legal provisions, including a statutory public interest defence, that allow journalists to go about their work free from legal impediment.

National Executive Council

81

This DM notes the increasing use of SLAPP orders (Strategic Lawsuits Against Public Participation) as a means for wealthy individuals or organisations to silence and chill public debate about their activities, in the media and elsewhere, by threatening journalists and others with financial ruin. DM further notes that the UK is a prolific source of such orders, and that at the time of her death, the murdered Maltese journalist Daphne Caruana Galizia had more than 40 such orders issued against her, many of them from the UK.

DM also notes the efforts of former MP Roger Mullin to persuade the Scottish Government to take action to prevent this abuse of the law, which risks making Scotland a destination for wealthy “libel tourists”; and instructs the NEC, through the NUJ Scottish Office and Executive, to continue to support efforts to persuade the Scottish Government to reverse its stated unwillingness to legislate on this matter, and to defend freedom of speech by updating the law to prevent the abuse of SLAPPs.

Edinburgh Freelance

82

This DM expresses its regret over the defamation case brought by a senior BBC journalist against a member of London Freelance Branch over a critical report of a BBC programme.

DM declares that the libel laws, and their inevitable costs of tens or hundreds of thousands of pounds, are not the way to solve disputes between journalists. We note the way that libel actions, including those known as SLAPPS, are increasingly being used to silence debate.

DM further declares there are better means of resolving differences, including via the union's own processes.

Accordingly DM instructs the NEC to

- campaign among the membership against the practice, and
- argue for changes to the libel laws to encourage the settlement of disputes without recourse to libel lawyers and the courts.

London Freelance Branch

83

This Delegate Meeting notes:

The increase in industrial action taken by significant sections of the working class for higher wages and better conditions following the onset of the cost of living crisis.

Misinformation regarding the action published by much of the press and media particularly as regards the existing pay of striking workers and their current conditions of work.

This DM believes:

That such misinformation could be avoided if there was greater diversity within the national and local press and media.

Strong unions are important toward creating a fair, balanced and independent media, and in putting a check on the excesses of some media owners and their editors.

This DM instructs the NEC to work with organisations such as the Campaign for Press and Broadcasting Freedom (North) and Better Media in order to oppose further concentration of the media, support press diversification and encourage the establishment of media titles that fully back workers' fights for better pay and conditions.

London Magazine

84

This DM is concerned to hear that several video clips of the funeral of Queen Elizabeth II have been barred from further public viewing by the palace. This DM is concerned that a public event, paid for by the people and televised for them to be able to pay their respects should be censored in even a small way, preventing future viewers and historians from a full view. DM instructs the NEC through the Ethics Council to pursue the matter and seek assurances that public broadcasters would only consider entertaining such a request from the royal family if there is sufficient evidence to show that the clips breach established ethical practice as set out in BBC or Ofcom editorial guidelines.

Ethics Council

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

85

DM notes the crucial role played by local and regional media sharing trusted information and advice during the COVID-19 pandemic, helping the most vulnerable take informed decisions. This has been a practical example of the vital role played by local media at times of emergency, where trained journalists working to ethical standards produce content that is reliable. This is particularly important for those who are most vulnerable, including those with long term conditions, disabilities and often the very young and old. In these circumstances it is vital that the BBC as a provider of significant local and regional news does not cut back on investment in regional and local journalism and output, particularly on the more traditional

broadcast channels favoured by many of the most disadvantaged, who can least afford digital channels, and others who prefer radio as their medium of choice.

Those working in blue light services and for other 'first responders' appreciate the opportunity to work with local and regional media to share health, wellbeing and emergency messages. NUJ members working for these organisations in public relations and communication roles value the work done by local and regional media workers and offer support opposing cuts to the work done by them.

This DM instructs the NEC to ensure the work done by members in PR and communications to help inform the public during emergencies and disasters is considered when delivering campaigns about local media cutbacks and developing policy about local and regional media as these members are stakeholders in these cutbacks too.

Public Relations and Communications

SAFETY OF JOURNALISTS

Selected motion 86 covering motion 87. Tabling body of covered motion should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

86

This DM condemns physical attacks and abuse of media professionals for doing their job.

This DM also condemns the increasingly hostile environment being created by certain political parties, elected officials, as well as individuals and private organisations which normalises abuse and violence against media professionals.

DM applauds initiatives such as the Press Safety or Pers Veilig project in the Netherlands, run partly through our Dutch sister union the NVJ, which is currently offering support for security measures for up to 25 journalists.

This DM welcomes the proposed European Media Freedom Act which aims to protect media pluralism and independence in the EU, as they are essential to the free and safe practice of journalism.

DM instructs the NEC to

- **campaign with stakeholders, such as politicians, community groups and media owners to seek to ensure that police and other authorities provide full protection;**
- **campaign on the importance of ethical, quality journalism;**
- **continue to work with the International Federation of Journalists (IFJ), the European Federation of Journalists (EFJ) and affiliated unions to campaign against harassment and murder of journalists;**
- **co-ordinate a campaign to mark the International Day to End Impunity for Crimes against Journalists on the 2nd of November;**
- **support the IFJ in its attempt to achieve a UN Convention to protect media workers.**

Continental European Council

SOC recommends that the following motion is out of order being void for uncertainty of meaning – explain relevance of press freedom tracker to journalists' safety.

87

The Delegate Meeting notes that journalists' safety has become an issue as never before. Physical risks exist both in hostile environments and in domestic locations hitherto considered safe. Threats also come from digital harassment and trolling, dangers that disproportionately affect women and journalists from ethnic minorities.

This Delegate Meeting welcomes the establishment of a UK Government and industry supported National Committee for the Safety of Journalists, and the role the NUJ has played on this body.

This Delegate Meeting applauds the work undertaken by the NUJ in the production of the Journalists' Safety Toolkit mini-app, the StorySmart suite of training modules, and the hard-hitting safety film featuring NUJ members that demonstrates the impact threats, harassment and abuse have on journalists and their work. It also welcomes the work taking place in chapels and with employers to improve policies and support for staff and freelance journalists.

This Delegate Meeting instructs the NEC to intensify its work across the union and in workplaces to promote the safety of journalists and to ensure that there is greater recognition of the risks to their safety that journalists face, and the impact to free expression that these are appropriately reduced. It further instructs the NEC to explore the establishment of a press freedom tracker, following on from the dialogue already taking place with journalists' unions and organisations in the US and Canada.

National Executive Council

88

This DM is concerned about the apparent increase in attacks, both physical and verbal, on journalists doing their jobs. This DM instructs the NEC to campaign for police forces across the UK to take a zero tolerance approach to these incidents and to campaign for courts to be given more powers in how to deal with the perpetrators of these attacks.

Broadcasting Industrial Council

89

This DM notes with alarm the ongoing threats and harassment, particularly online, of journalists in Northern Ireland. DM notes with great anger that these particularly target women members in a vile way. DM further notes the irresponsibility of social media platforms in allowing this behaviour to continue. This DM instructs the National Executive Council to continue the union's prompt response to threats and harassment.

Derry North West Ireland

90

This DM notes that the Hazards Campaign highlights that suicides are one of the biggest single contributors to the annual work-related fatalities toll. However, they are absent from the Health and Safety Executive's statistics and from its inspection and prevention regimes meaning that work-related suicides are not officially monitored or recorded.

Subsequently, there are no recommendations on how rising workplace suicides might be tackled or addressed.

This DM instructs the NEC to support the Hazards campaign for the immediate removal of the current HSE suicide reporting and inspection exemptions.

Health and Safety Committee

ORGANISATION

91

This DM instructs the NEC to amend the rules to change the official name of the union to The NUJ (UK & Ireland).

London Independent Broadcasting and New Media

92

This DM believes that the union's industrial councils have long since ceased to be a relevant and strategic form of organisation. As the boundaries between industrial sectors continue to collapse, with many members working across sectors, the industrial councils are no longer fit for purpose.

DM therefore instructs the NUJ to amend the rules to abolish the industrial councils at the end of their new term following DM.

DM instructs the NEC to consult the entire membership for ideas of new councils to replace the industrial councils and to draft motions for the next DM to create them, with elections taking place after DM.

DM further instructs the NEC to review the industrial sectors in relation to their own and other executive council membership and to bring rule changes, if necessary, to the next DM.

London Independent Broadcasting and New Media

SOC recommends that the following motion is out of order being contrary to Rule 28(c) – should be an instruction to give effect to a principle not a textual change. SOC can advise on how to bring motion back in to order.

93

This DM celebrates the NUJ's long and proud history of fighting against all forms of discrimination and championing equality, diversity and inclusivity, both at work and within our union structures.

This DM recognises that while society has moved on and changed, some of the NUJ's internal terminology has stayed the same, and now may sound old-fashioned and off-putting, especially to new, younger, non-binary and LGBTQ+ members.

In the spirit of creating a more inclusive and contemporary NUJ, the DM instructs the NEC to change Rule 12 (d(i)) to replace the title given to the main rep at each chapel from Mother of Chapel/Father of chapel to chair of chapel.

Rule 12 (d(i)) would then read: "a chair of chapel as their representative."

This DM also instructs the NEC to remove all other references in the rules to 'father/mother' and replace with 'chair'.

Equality Council

SOC recommends that the following motion is out of order being void for uncertainty of meaning – what does "bring up to date" cover?

94

This DM instructs the NEC to revise the Office chapels section of the rule book to bring it up to date, reflecting the diversity of chapels and the fact that chapels no longer collect subscriptions.

DM further instructs the NEC to produce draft standing orders for group chapels for inclusion in the new rulebook.

London Independent Broadcasting and New Media

95

This DM believes that the NUJ should have a higher input into the public discourse on media issues. In all the discussions on press and internet regulation, on fake news and disinformation, the voice of the working journalist is barely heard.

DM believes that the union body responsible for professional matters, the Ethics Council, should have an expanded remit to boost this process. At present the council generally considers the standards of particular examples of journalism only in response to complaints and DM believes it should have a freer hand.

The Ethics Council needs the power to investigate particular instances and areas of journalism outside the disciplinary context and produce reports that can be publicised in the interest of raising professional standards.

It should have the power to do so at the request from any established NUJ body – chapel, branch or national – but not from individuals. Any union member involved in the production of the work concerned shall have the right to be consulted in the exercise.

DM therefore instructs the NEC to amend rule 17 (a) to give effect to the principle that the Ethics Council shall have the power to research areas or instances of journalism at the request of other bodies in the NUJ and produce reports.

London Freelance Branch

96

DM notes the huge interest shown in the recent meetings and workshops organised for young and early career members.

DM further notes that young people evidently want to be heard and are interested in taking an active part in the union, but it can take years to get the profile needed to get elected to various NUJ bodies. The average age of Equality Council members is over 50 so it would be good to open it up to members up to 30 to stand and vote for one dedicated seat.

While the Equality Council has over the years come to consider people under 30 to be part of its remit, this is not formally set out in the relevant rule – 18.

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

- 1) There should be an additional dedicated young members' seat on the Equality Council for a member aged 30 and under.
- 2) The Equality council's remit should be extended to include campaigning for the rights and welfare of young and early career members aged 30 and under; and
- 3) The Equality Council should be entitled to co-opt a developmental (student) member to the council.

DM further instructs the NEC to hold an election for the young member as soon as possible following DM 2023, to ensure representation on the council in the 2023-2025 cycle.

Equality Council

Selected motion 97 covering motions 98 and 99. Tabling body of covered motions should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

97

This DM is concerned at the effect of the COVID lockdowns on the functioning of the NUJ's democratic structure.

The ending of face-to-face meetings prevented direct communications between members, and at the same time the decision to remove contact information for those elected to union posts from the NUJ website made it virtually impossible for members to get in touch with any others not in their own chapels or branches.

DM fears that this combination of factors could seriously damage the development of the next generation of union activists.

DM believes members should be encouraged to attend face-to-face meetings as long as they feel safe, but it also recognises the great value of online conference technology to enable those unable to take part in person to attend. DM therefore declares that hybrid meetings, with the participation of members both present and absent, should be organised whenever possible – including DM itself.

DM instructs the NEC to install online conference technology in all NUJ offices and encourage members to use it for meetings; also to encourage branches and other bodies to hire venues with such equipment, subsidising the extra cost if necessary.

To encourage participation in union activities DM instructs the NEC to expand online communication with the membership, with greater use of social media and the introduction of interactive elements in the NUJ website.

Further DM instructs the NEC to restore to the NUJ website the listings with contact information of branch officers and holders of all national union positions, subject to requiring the appropriate consent from the members concerned.

London Freelance Branch

SOC recommends that the following motion is out of order being void for uncertainty of meaning – in what way is NEC expected to facilitate?

98

DM notes that digital technology has allowed the continuation of democratic debate and decision making, while saving funds in recent years.

DM instructs the NEC to facilitate the return of face-to-face contact for 50 per cent of meetings in NUJ lay structures.

Glasgow

99

This DM acknowledges the experience gained in using online technologies during the Covid lockdowns means that a proportion of NUJ meetings will continue to be held online or in a hybrid form.

This will continue to benefit the union's finances by reducing the costs of expenses claimed for travel and loss of earnings.

This DM, therefore, instructs the NEC to consider re-investing part of these savings in meeting branches' costs for using paid-for online meeting forums, branch websites and comms' platforms such as Slack.

This would strengthen branches, improving their professionalism and accessibility for disabled members or those unable to travel due to family commitments.

Netherlands

Training

100

This DM recognises the value of face-to-face events for enhancing collective strength. It notes that online training and briefings were vital during the pandemic, but also that they are no substitute for the face-to-face contact which is so important in building relationships and confidence. This is especially so in the context of equality, health, safety and welfare.

DM also recognises that training sessions which include role-play, case studies and facilitated, small-group discussions are successful only if held face-to-face. Classroom training allows reps to engage in informal discussions, to share good practice and to support and encourage each other. These conversations help build confidence and develop networks which can lead to reps becoming more active in chapels, branches and committees. They cannot be conducted online.

DM therefore instructs the NEC, through the Equality Council(s) and the Health and Safety Committee, to organise a programme of eight training days - in Scotland, Wales, Northern Ireland, the Republic of Ireland, northern and southern England, and London and continental Europe - for reps and interested activists in 2024. This is to build chapel and activist confidence, to take forward equality and health, safety and welfare issues (including using existing grievance and dispute pathways), to encourage the embedding of equality, health, safety and welfare within workplace bargaining agendas, and to produce a best practice toolkit for use across the union by the end of 2024.

Health and Safety Committee

101

This DM instructs the NEC to investigate potential funding streams for multimedia training for NUJ members working in newspapers in Ireland, through organisations such as Skillnet Ireland. This is in advance of any training fund that emerges from the Future of Media commission.

There has long been a dearth of professional training for newspaper journalists in Ireland. The NUJ should take the lead in proactively pursuing training opportunities through existing government training agencies such as Skillnet Ireland, in a bid to facilitate upskilling and professional development for members working in a constantly evolving industry.

West of Ireland

The Journalist

102

This DM notes the plethora of communications emanating from the union - such as NUJActive, NUJBranch, NUJInformed as well as The Freelance and newsletters from the 60-Plus Council and Health and Safety Committee - at a time when *The Journalist* is also costing approximately £200,000 a year (gross). DM pays tribute to the award-winning work of the current editor and recognizes the historic tradition of the post. DM considers however that having a directly elected independent editor as required by rule can be seen as unjustifiably extravagant. DM reminds the editor that the post is elected and editorially independent in order to allow appropriate scrutiny of the union's activities and the functioning of the National Executive Council (NEC). DM also notes that despite the independence, the NEC is liable for the legality of the publication.

DM is concerned that - during the two and a half years between early 2020 and late 2022 when the NEC did not meet in-person - *The Journalist* did little to cover the NEC's activities. This DM calls on the editor and the Journalist Editorial Advisory Board to increase the coverage of the union itself, its staff, members and internal activities.

DM also instructs the NEC to investigate whether, when the current editor's contract expires, the post should continue to be elected and independent or whether a freelance contract or strengthening of the union's communications unit would be more appropriate for the late 2020s and 2030s. DM instructs the NEC to report back to tabling bodies by June 2024 in order that, if necessary, an appropriate rule-changing motion can be drafted ahead of the submissions deadline for DM 2025.

Paris

103

DM welcomes the post-pandemic return of *The Journalist* to print, and notes that it remains one of the best-appreciated benefits of union membership. DM also notes that readership per issue is much higher when the magazine is printed than when it was online-only.

DM applauds *The Journalist* for its commendation at the TUC's communication awards where the judges praised the editorial mix, quality of writing and a lack of spin or editorial 'line'.

Now that the union finances are on a more stable footing than at the time of our last delegate meeting, DM instructs the NEC to commit to retaining the Journalist in print at least six times per year, and to ensure that resources for this valued magazine are maintained at at least the current level.

DM also notes that the last Strategic Communication Review found that the print edition was members' most favoured way of receiving the magazine. In order to maximise readership of The Journalist, this DM instructs the NEC to make print the default option for members to receive the magazine, with the option at all times of changing to the digital version.

Bristol

EQUALITY

104

This DM is concerned that a TUC survey found that more than 120,000 workers from minority ethnic backgrounds have to quit their jobs because of racism.

The landmark study, believed to be the largest carried out among Black workers, showed that in the last five years, more than one in four have faced racist jokes, and one in five had racist remarks made directly at them or in their presence, resulting in 35% feeling less confident and 8% having left their jobs altogether.

DM notes the hundreds of stories of harassment and bullying narrated by respondents, the majority of whom feel unable to report their experiences to their employers. Only 19% lodged formal complaints. The survey brought to light inadequate actions from employers that fail to put in place adequate structures for their employees to report racist incidents.

DM believes that these figures are a stark reminder that far too many Black workers still face discrimination in the workplace on a regular basis, and there is still a long way to go to address racial equality at the workplace.

This DM instructs the NEC to ensure that chapels are aware of these issues and campaign so that their employers set up the structures necessary for Black workers who have been victims of racism to be encouraged to report these incidents. It further instructs the NEC to join the TUC in its campaign for a change in the law that will make employers responsible for protecting their workers.

Black Members' Council

105

DM is alarmed by reports that the ethnicity pay gap continues to be experienced by Black workers in many workplaces and remains one of the main causes of inequality.

According to statistics published by the Confederation of British Industry (CBI) for the first quarter of 2022, in the 18% of staff who disclosed they were from ethnic minority groups, the mean ethnicity gap was 14.7% and the median was 15.1%.

Whilst DM acknowledges the efforts by the CBI to motivate its members to monitor their workforce and improve the ethnic diversity of their boards, the vast majority of employers fail to publish information on their ethnicity pay gaps, as in 2020 only 11% of companies did.

DM believes that government's warm words on their plans to build a fairer and more inclusive society will remain worthless as long as measures to identify the disparities and force employers to be accountable are weak and ineffective.

DM welcome a recommendation by a cross party group of MPs, the House of Commons Women and Equalities Committee, a debate in Parliament triggered by a 130,000 strong petition, and significant lobbying by the Commission on Race and Ethnic Disparities all calling for mandatory ethnicity pay gap reporting, but the government is yet to respond.

This DM instructs the NEC to join the TUC in its effort to make closing the Ethnic Minority Pay Gap a key priority to tackle the racial and regional pay inequality faced by Black workers and in its campaign that large companies should be required by law to publish data on employee salaries.

Black Members' Council

106

This conference notes that the Irish language represents an integral part of Irish heritage and contributes a great deal to the richness of our cultural diversity.

In recent years this aspect of our culture has been increasingly under threat and it is incumbent upon the NUJ to take action in line with its policies on diversity.

As a result of historical and ongoing processes, the English language dominates social, economic and political spheres in Ireland.

The Irish speaking community continues to be poorly served by subtractive and detrimental government policies rooted in monolingual and monocultural ideology.

While roughly 40 per cent of Irish people claimed a degree of fluency in the 2016 Census, only 2 per cent spoke it daily outside of school.

We acknowledge, also, that COVID restrictions have had a devastating impact on Irish language summer schools and caused economic hardship in the local communities which traditionally provide them.

These are already among the poorest communities in Ireland and our colleagues who work in State owned Irish language media are still paid less than their English language counterparts, in spite of the exceptionally high standard of programming and news coverage provided by Irish language journalists.

The promotion of one language over another in the media and in the wider political and legislative spheres has at its core the classification of the Irish language as other, stigmatising and deligitimising certain norms of Irish language use.

While those who work in Irish language media are struggling to survive, the potential audience for these media, globally, has never been higher. On Duolingo alone, there are 1.1 million people actively learning Irish and tens of thousands are taking online courses.

With so many more learners than there are native and fluent speakers and the even smaller number of individuals with expertise in writing and editing content in Irish, it is vital that the NUJ should take steps to develop and facilitate training and equal employment opportunities for Irish speaking journalists and student journalists.

The purpose of this motion is to foster a more equitable, pluriversal, multilingual and multicultural form of journalism and to promote understanding and awareness of the importance of heritage/indigenous language rights.

This conference instructs the NEC to take the following steps:

- To make representations to RTÉ demanding parity of pay and conditions for members who work in Irish language media.
- To form a working group to conduct a survey of NUJ members working in Irish language media in order to assess the specific issues that they face and identify opportunities to raise their profile and reach a larger audience. The working group shall formulate and implement a plan of action based on these findings and provide a progress report at the next BDM.
- To ensure that union policies on equality, diversity and inclusion specifically include indigenous language rights.
- To establish a Language Council to represent the interests of Irish, Scots Gaelic, Welsh, Manx and Cornish language journalists.
- To provide diversity training on an ongoing basis to counter monolingual bias and improve cultural competency and tolerance.
- To engage with the Commission on the Future of Media in Ireland in its planned review of the provision of Irish language content across the media system.
- To make representations to the Department of the Gaeltacht with a view to securing sponsorship and requesting that the Department work with the NUJ to provide paid internships and subsidised training courses for Irish speaking journalists and students of Irish and journalism.
- To petition for a policy linking receipt of State support to obligations to support and promote Irish language journalism.

Dublin

107

This DM notes the ongoing work done by the NUJ to raise awareness of violence against women in its many forms. DM also notes that the NUJ contributed to the development of Zero Tolerance's media guidelines for reporting on violence against women.

Domestic abuse disproportionately affects women but anyone could be at risk of experiencing abuse.

Research has evidenced a rise in domestic abuse over the course of the pandemic as women were trapped at home with their abusers. For freelancers working from home and with office closures and hybrid working continuing across many workplaces, many women may still be restricted from leaving their homes and can go for long periods of time without face-to-face contact with their colleagues.

This means that the opportunities for seeking help or escaping abuse remain limited for many. Domestic abuse also affects performance at work and attendance, putting people at risk of losing their jobs or clients. Employers need to be more proactive in spotting signs of abuse and having appropriate support measures in place.

This DM instructs the NEC to:

- Encourage employers to put domestic abuse policies and support mechanisms in place.
- Provide chapel reps and branches with the tools to lobby employers to put domestic abuse policies in place and know the steps to take should a member disclose abuse.
- Encourage all members to look out for each other and endeavour to make our events, branches and chapels safe and inclusive spaces.

Equality Council

SOC recommends that the following motion is out of order being contrary to Rule 9(a)(ii) – no instruction, and contrary to Rule 9(c) – a ballot of the membership being required to affiliate to any organisation other than those promoting press freedom or workers' rights.

108

This DM notes:

The current threats to global abortion rights, led by the recent actions of the US Supreme Court which have overturned the constitutional right to an abortion across the US;

That in the UK people can still be prosecuted for trying to procure an abortion (for example, for ordering abortion pills online, as recent press coverage has shown);

This is despite the fact that 85% of the general public in the UK support access to abortion in cases of unwanted pregnancy, and even though the British Medical Association, the Royal College of Obstetricians and Gynaecologists and the Royal College of Midwives have called for abortion to be decriminalised, and for our laws to catch up with modern medicine.

That women in Northern Ireland still cannot access abortion; more than two years after this was won in the Republic.

This DM believes:

That access to safe, free, legal and local abortion is a human right, as is the choice of whether to continue with a pregnancy;

That nobody should face imprisonment for exercising or helping others exercise this right, and that abortion should be decriminalised in the UK and beyond;

That abortion laws and rights should reflect the pro-choice beliefs of the general public.

This DM therefore resolves to call on the NEC:

To stand in solidarity with all those who are facing escalating attacks on abortion rights, in the UK, US and worldwide;

To send solidarity to sibling unions and activist groups mobilising in defence of choice;

To support national and local solidarity motions in support of global abortion rights;

To affiliate with the Abortion Rights campaign and encourage our members to join as individual members

London Magazine

109

This DM asks all employers and journalists who work with any sort of visual data journalism to make accessibility a priority when creating content on their digital platforms.

In recent years, amidst the turmoil and chaos of global geo-political events, data journalism and the visual representation of data have become an integral part of translating an increasingly confused narrative for many audiences. Readers have come to expect high quality infographics and interactive charts and graphs which tell the stories which really matter to them. It's not hard to understand why. In a world increasingly filled with confusion and wilful misinformation, hard data is a currency with added value which can quickly and easily illustrate what's really going on. The problem however is, as the use of visual data journalism becomes more and more embedded into day-to-day newsroom operations, there's a very real danger that those not able to decipher visual information in what might be considered the usual way get left behind. All too often accessibility is an after thought for journalists working with data visualisations. This retro fitting often makes the experience of accessing vital information for disabled people with a variety of impairments a negative and inequitable experience. The limited awareness within the industry due to a diversity deficit at decision-making levels means that many disabled people's lived experience isn't taken into consideration which all too often means that things such as accessibility to visual data journalism isn't prioritised. This is doing a disservice to all our audiences.

This DM instructs the NEC to produce a campaign to highlight the issue and the detrimental impact a lack of accessibility has on audiences.

It also instructs the NEC to provide basic guidance on improving accessibility.

Disabled Members Committee

110

This DM notes that many industry sectors switched to digital and remote working during the Covid pandemic, opening up new opportunities for disabled media workers.

With travel restricted, sports journalists were offered digital accreditation as a new way of reporting on major sports events. This provided equal access to athletes and players as 'in person', 'on site' reporting, and removed disadvantage experienced by disabled sports journalists, especially in venues with poor access.

DM also notes that digital accreditation opens up opportunities for disabled sport journalists covering international sporting events. Barriers relating to health risks, PA support, and financial and energy costs of long-distance travel can be mitigated. It allows more disabled journalists to enter and progress in the industry while also managing their impairments.

DM further notes the return to pre-Covid 'business as usual' has led to suspension of digital accreditation. In 2022, events such as the Tokyo Olympics and Paralympics limited reporters' remote access to incentivise journalists to travel. And, while the Australian Open offered full digital accreditation for January 2022, it too is reverting to in person only for January 2023.

That making accreditation only available for in person/on site reporting, puts at risk these gains in inclusion and diversity for disabled sports journalists.

DM instructs the NEC to:

- Write to sports governing bodies and all the major sports events organisers in the UK and Ireland urging them to support hybrid styles of media accreditation for disabled sports journalists covering major sporting

events as a means for removing disadvantage and increasing access.

- Gather evidence and brief the Parliamentary Group to encourage a question to be raised in Parliament highlighting the need for access for disabled journalists in major sports venues, as well as spectators.
- Support similar campaigning efforts for international events held outside the UK and Ireland, where appropriate.

Disabled Members' Council

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

111

This DM notes:

That, as a ratified signatory of the UN Convention on the Rights of Disabled People (UNCRDP), the UK Government is obligated to ensure disability human rights and the convention are enforceable within UK law.

That the UN Committee For the Rights of Disabled People investigated the UK Government in 2017 and made findings of grave and systematic violations of disability human rights, together with recommendations to redress the injustices.

That the UN is scheduled to re-examine UK Government's progress in implementing the UN Convention on the Rights of Disabled People in 2023.

That, as the national government for England, and with certain powers that affect the lives of deaf and disabled people in Northern Ireland, Scotland and Wales, the Westminster Government failed to embed its commitments to the UNCRDP and disability human rights as the framework for its 2021 National Disability Strategy, which was ruled unlawful by the High Court in January 2022.

DM further notes the key findings of the 2022 Civil Society Shadow Report

- The situation for disabled people has worsened after 2017 when the UN last looked at the UK's progress.
- Westminster Government has taken some positive steps, but they have not addressed key problems.
- The COVID-19 pandemic response discriminated against disabled people and violated their equal right to life.
- Disability equality and human rights approaches towards disability have been further undermined since 2017.
- There is insufficient monitoring and promotion of the UNCRDP by the Westminster Government.

DM also notes the devolved governments demonstrate that progress can be made. The Welsh Government is seeking to incorporate the convention into Welsh legislation and has set up a Ministerial Disability Rights Taskforce to implement the recommendations of the report, "Locked Out: Liberating disabled people's lives and rights beyond covid-19."

DM calls on the NEC:

- to support calls to strengthen the human rights of deaf and disabled people,
- to improve the understanding of disability equality through a human rights lens, and
- to share resources to improve journalists' understanding of the UNCRDP process and reporting on disability issues.

Disabled Members' Council

FREELANCE

Selected motion 112 covering motions 113 and 114. Tabling body of covered motions should, where necessary, resubmit as an amendment to the covering motion. Amendments from other tabling bodies should also be made to the selected motion only.

112

This Delegate Meeting notes that in the 12 months to August 2022, the Consumer Prices Index had risen to 9.9%. This represents the most significant change to the cost of living for several decades. Many freelances will probably have experienced even greater ‘household’ inflation, as energy bills in particular have soared – something that particularly impacts those who work from home.

This Delegate Meeting further notes that freelance rates on most established news platforms, and elsewhere, have stagnated or fallen throughout this century.

This DM notes that in *Press Gazette* on 06 September 2022 Jon Harris, chair of NAPA denounced “timewarp fees paid by the UK’s national newspapers” for both words and images, and that freelance rates were so low that his daughter once earned more for babysitting than he did for covering a murder trial.

Combined with the lasting damage to freelance incomes created by the coronavirus pandemic, and its associated shut-down, freelances are suffering unique and lasting hardship. This is manifested in the record number leaving the industry – something that has caused the NUJ’s freelance membership to fall for the first time in living memory.

This Delegate meeting instructs the NEC to give all support to FIC’s campaign to bring to broader attention the plight of freelances and to achieve some improvement in rates. The campaign should emphasise the need to increase overall freelance budgets. Such a campaign should include forming alliances with like-minded organisations who share the NUJ’s objectives.

This Delegate meeting instructs the NEC to facilitate chapels bringing together relevant freelance contributors to participate in the drawing up of pay claims to ensure that they address freelance issues. This Delegate meeting calls on the NEC to encourage chapels to ensure that increases in freelance rates remain an integral element of any settlements agreed.

Freelance Industrial Council

113

This DM notes the historic deterioration in rates paid to freelance journalists. DM also notes that this shocking deterioration in freelance earnings, combined with the current cost of living crisis, is now causing an unprecedented decline in NUJ freelance membership, as members leave an industry that can no longer provide them with a living wage. DM further notes that the decline in professional freelance journalism paid for at reasonable rates leaves UK journalism a prey to profound and growing inequalities.

This DM therefore instructs the NEC to mount a Pay Up For Freelance Journalism campaign to try to reverse this drastic decline in freelance earnings. This campaign would seek to ensure that all agreements with media employers include pay rises for freelances and that employers adhere to agreements already negotiated. It would also name and shame those companies that have, in real terms, imposed severe pay cuts on freelances since the 1990s. DM further instructs the NEC to ensure that all NUJ members are made aware of this pattern of declining freelance earnings, and of its implications both for the union, and for the future of journalism in these islands.

Edinburgh Freelance

114

This DM applauds the improved pay offer secured by NUJ members at Reach plc following the first national strike at the group. This DM notes that freelances are with a few exceptions rarely included in chapel negotiations with publishers, and that freelance rates have stagnated over many years and in some cases have been cut. The chair of NAPA Jon Harris recently described the “timeworn fees paid by the UK’s national newspapers” for both words and pictures. This DM instructs the NEC to do all it can to highlight this situation of low pay for freelances and to encourage and facilitate the union’s chapels to always try to include their freelance contributors in chapel recognition agreements and pay negotiations.

Newspapers and Agencies Industrial Council

115

This DM notes the excellence of the reporting carried out by NUJ members on the war in Ukraine and other conflicts, and congratulates them on their courage, and on the quality of their journalism, produced under extremely difficult conditions. DM notes, however, that freelance journalists reporting from war zones are not immune to the issues of low pay and exploitation now endemic in freelance journalism, with serious issues for the diversity of the press corps able to undertake such coverage; and that they may face particular and dangerous difficulties in receiving the training, equipment and insurance they need, even when they are commissioned by major media organisations.

This DM therefore instructs the NEC to conduct an urgent review of NUJ provision for journalists undertaking assignments in war zones, in order to enhance the union’s ability to support members seeking training and advice at affordable rates, and in particular to assist freelance journalists travelling to war zones. DM further instructs the NEC to seek to ensure that future agreements with major media employers include effective provision for those commissioned to report from conflict zones or other areas of physical danger; and to seek to ensure that major employers are offering the full agreed rate for such work, rather than seeking to exploit professional journalists on the front line, or to replace them with those willing to work for very little.

Edinburgh Freelance

116

DM notes the ongoing problems that photographers and other freelance journalists experience resulting from a lack of understanding of commissioning and using work within the terms of the license provided. This is compounded by poor systems and guidance within organisations for storing and using images, and a lack of awareness of the existence of metadata. This results in breaches of copyright and misunderstanding about the ownership of visual media, in particular.

The Trade Union movement should be exemplar in their practices around commissioning and paying freelances and putting systems in place that respect copyright.

DM instructs the NEC to:

- raise awareness amongst the trade union movement to the increasing importance of the role of freelance practitioners in the industry and;
- gather best practice from the TUC and other trade unions and use this to produce guidance for communications professionals. Such guidance should improve understanding of copyright, types of licenses, and paying a fair rate for work commissioned from freelances.

Photographers’ Council

NOMINATIONS FOR OFFICE 2023

DM ELECTED BODIES

The names of nominating branches are given 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 **3rd March 2023** will be removed from the list of those to be elected in the 2023 Final Agenda.

Where there is a ballot, members who wish to stand should send a 50-word statement to Leyla Yusuf at dmsubmissions@nuj.org.uk by 3rd March 2023 otherwise the Final Agenda will read "no statement received".

* Denotes ballot required at DM.

APPEALS TRIBUNAL

(9 to be elected)

- + **BIRD, Steven** Financial Times
- + **CAVALDORO, Debbie** Public Relations & Communications
- + **FAGAN, Kieran** Dublin Freelance
- + **MACKEITH, Bill** Oxford & District
- + **SUTCLIFFE, Phil** London Freelance
- + **SYMONS, Jim** Dundee, Cardiff & South East Wales
- 3x VACANCIES

DISABLED MEMBERS COUNCIL

(7 to be elected)

- + **DEGELE, Lynn** Oxford & District
- + **GALPIN, Ann** Bristol, Brussels, Cardiff & South East Wales, Leeds & West Yorkshire, Oxford & District
- + **SPARKS, Polina** Manchester & Salford
- + **STEVENSON, Gemma-Louise** Bristol, Brussels, Leeds & West Yorkshire, Oxford & District
- + **WALL, Siobhan** Netherlands
- 2x VACANCIES

*EQUALITY COUNCIL

(7 to be elected)

- + **BENNETT, Anita (JS)** BBC World Service, Bristol
- + **COLTART, Ann** Dundee, Edinburgh & District
- + **DEENEY, Yvonne (JS)** BBC World Service, Bristol
- + **FARRAR, Carolyn** Derry & North West Ireland
- + **GERAGHTY, Nora** Dublin Newspapers & Periodicals
- + **JOHNSTON, Kathryn** Derry & North West Ireland
- + **LAGO, Cristina** London Magazine
- + **RAN, Mindy** Netherlands
- + **TAJDIN, Behrang** BBC World Service
- + **TAZIB, Safiullah** London Freelance

***HEALTH & SAFETY COMMITTEE**

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*MAGAZINES – + **MERRETT, Neil** Leeds & West Yorkshire

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- + **LAGO, Cristina** London Magazine
- + **RIDLEY, Yvonne** Edinburgh Freelance
- + **TALBOT, Nika** London Freelance

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Please note that the deadline for confirmation of motions and amendments is

1pm ON FRIDAY 3th MARCH 2023.

Amendments and confirmation of motions should be submitted to dmotions@nuj.org.uk

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