

**BAKERS
FOOD
AND ALLIED
WORKERS
UNION**



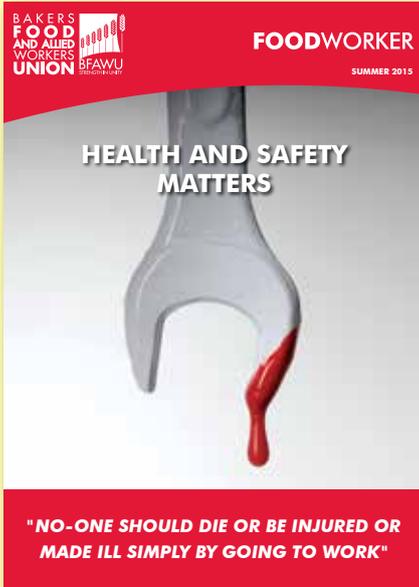
FOODWORKER

SUMMER 2015

A close-up photograph of a grey metal wrench. The wrench is oriented vertically with its handle at the top. A thick, bright red liquid is dripping from the lower jaw of the wrench, forming a teardrop shape. The background is a plain, light grey surface.

**HEALTH AND SAFETY
MATTERS**

***"NO-ONE SHOULD DIE OR BE INJURED OR
MADE ILL SIMPLY BY GOING TO WORK"***



INSIDE THIS ISSUE:

Editor's Notes	2
National President	3
Fast Food Rights Update	4
National Campaign at Fyffes	5
Black Workers Conference	5
GFTU BGCM 2015	6
Richard Burgon, new MP	7
Shared Parental Leave	8
Credit Union Update	9
Domestic Violence	10
HEALTH & SAFETY	
Fighting Back (Ian Hodson)	11
Death at Work Statistics	12
Hilda Palmer, Hazards	13
The Fracking Truth	14
Fit for Work Assessments	15
ICTU ULR of the Year	16
John Owen and Snowdon	17
Conference Delegates 2015	18
Contact Details	20

FOODWORKER is published for BFAWU by:
Ronnie Draper at Stanborough House
Great North Road
Stanborough, Welwyn Garden City
Hertfordshire AL8 7TA
Tel: 01707 260150/259450

FOODWORKER is designed and produced
for BFAWU by:
Inscape Solutions Limited
3 Long Hedge Lane
Worthington
Ashby de la Zouch
Leics LE65 1RL
Tel: 01530 222657



EDITOR'S NOTES

"...BFAWU is a union committed to protecting its members – to the best of its ability"

Ronnie Draper @ronniebfawu

THE EXPECTATION THAT we would have a Labour government by the time we arrived at Annual Conference is now a mere figment of the imagination and dwelling on what could have been only wastes time we will never get back.

Holding a post mortem into the whys and wherefores will only satisfy those who seek to allocate blame or to wallow in the grief of loss.

We must look forward

Instead, Conference delegates, branches and individual members should be looking forward, preparing for the onslaught of anti-worker, anti-trade union attacks that will be rained upon us by the most right wing government in living memory.

David Cameron's assurances that the Tories are the party of working people should be taken as a joke (unless, of course, you believe in Santa Claus, that the moon is made of cheese and the earth really is *square*). The next 5 years will see an escalation of zero hour contracts blighting the lives of hundreds of thousands of working people, benefitting nobody except the greedy employer prepared to exploit their employees' future in the name of *profit*.

What are we looking forward to?

Scurrilous promises of great times ahead for hard working people will end in misery as poverty pay levels and job insecurity are the only promises kept in many workplaces.

The Tories want to remove the Human Rights Act as they move to a programme of modern day slavery for the masses, the stripping of hope and aspiration, laying the path towards future economic devastation. Those who perpetrate these heinous acts, the right wing politicians and the exploitative employers will remain unaffected as their personal wealth grows ever faster.

Say 'No' to unreasonable change!

For a worker, being *prepared* to meet the challenges ahead does not necessarily mean cutting their cloth in preparation for potential reductions in terms and conditions or cuts to employment status. Instead it is being prepared to rebel against unreasonable change, saying No to detrimental changes and being prepared to do something about it. We are seeing more and more branches voting to take industrial action to protect negotiated, long-standing terms and conditions and they can be assured *they will receive our full support*.

We are not a union that is looking for conflict with employers to appease some kind of macho idealism, we are a union committed to protecting our members to the best of its ability.

We may not have the wealth of business owners or the ability to change provocative legislation, but we have the will, the passion and the numbers to succeed.

We stand for Justice!

The Tories may deny many workers access to justice with the fiscal stepping stones and deposits needed, but trade unions will continue to seek justice in whatever way that can be achieved fair or foul. One thing is for sure, trade unions have never been needed more than they are now and we hope that the Bakers Food and Allied Workers Union becomes the union of choice.

How are leaders chosen?

The Tory (*Murdoch*) press is pointing its accusatory finger at the trade unions over the leadership of the Labour Party and who our choice will be to succeed Ed Miliband.

Is it not a bit rich, the press telling trade unions that they should not take part in the election of a leader within a club in which we are, at least, members?

The Press Barons and rich donors shape not only the leadership of the Tory party, but also have their signatures on the policies that are destroying society.

Let me state *unequivocally* that we have not thought about who should be elected and that we should not be seen as king makers. Once we know who all the runners and riders, we will make a balanced judgement on who we see will benefit our members most before making any *recommendation*,

We will not recommend just for the sake of it. Our recommendation has to be earned – it cannot be taken for granted.

...trade unions have never been needed more than they are now and we must ensure the BFAWU becomes the union of choice

A bit of a Pickle

At the time of writing this article the government has announced that Eric Pickles, the man they removed from the cabinet is to be knighted for *Services to Local Government*.

I need reminding of what he has actually done besides cutting thousands of council jobs and impoverishing communities. To me it smacks of another job for the boys – there's (unsurprisingly) not any room for him around the Cabinet table so let's give him a place to sleep in the House of Lords – Oh, and a great salary as well. Ludicrous at best, corrupt at worst.

Another Annual Conference

And so to our Annual Conference, to be held in Southport where we shall be debating our direction for the coming year. Despite the numerical lack of motions I still expect a high quality level of delegate input.

We have some really influential speakers lined up to address Conference and some interesting fringe meetings, but the most important aspect of conference is the motions coming from branches and regions.

Democracy in Action

Like everything else they will need preparation and willing speakers if they are to sway conference and succeed but remember that this is *the only way* policy can be made – true democracy in action and we wouldn't have it any other way.

I wish all delegates and, of course, my friend and comrade, our President, Ian Hodson, a successful Conference.

In solidarity

**Ronnie Draper
General Secretary**

NATIONAL PRESIDENT IAN HODSON

WE MAY BE WELL INTO 2015 now, but the seemingly endless fight continues.

We have recently had two successful ballots at Gunstones and Burtons Foods, where our members have refused to accept cuts in pay and worsening employment conditions. No worker *wants* to go on strike, but when an employer refuses to act reasonably and treat workers with dignity, what avenue is available to achieve fair play *other than* the basic right to withdraw one's labour?

The BFAWU has a proud track record in terms of its commitment to fairness and decent standards of employment. **This Union will stand with our members 100%**, and we will ensure that, where possible, we bring the support of the wider Labour Movement with us.

With our Annual Conference on the horizon, it's time to think about how our Union will respond to what has happened in the recent General Election and how it will impact on our members. Conference is the most important event in our diary, because it gives us the opportunity to shape our policies and in turn, our destiny. I hope that this year's delegates will be as passionate as ever, and I look forward to four days or so of great debates and contributions.

Great Guest Speakers

There have been so many superb guest speakers who have graced the podium down the years – who can forget Ricky Tomlinson's address to Conference last year?

This time, we welcome the newly-elected **Richard Burgon MP**, BFAWU friend and supporter, **John McDonnell MP**, PCS General Secretary, **Mark Serwotka** – and the return to public involvement of the legendary **Arthur Scargill**.

I'm also pleased to announce that Hazards campaigner, **Hilda Palmer**, will be heading up a special Conference session on Health and Safety, alongside a number of other specialist speakers who will provide reports on various ongoing campaigns.

All in all, it will be a busy schedule that will enable our delegates to have a wider understanding of the issues facing both our workplaces, and our communities.

The nightmare is now reality

For so many people in the country, the idea of another five years of the Tories was the stuff of nightmares. The nightmare has become a reality – an elected Tory government unleashed on the general public.



Over the last five years, vast numbers of people have had their lives devastated at the hands of a Tory/LibDem coalition

The next five years will see a huge change in society. Speaking to activists within **Disabled People Against Cuts (DPaC)** recently, I was told of the many disabled people who have lost their lives due to benefit cuts. Many have been made unemployed due to closure of *Remploy* factories and forced into the unpaid work schemes which have replaced a great number of real jobs. Expect to see more of this employment ideology rolled out to both disabled and non-disabled over the next 5 years. It won't end there though.

The Truth will out

In my opinion, the truth of what is going to happen to the country, our families, friends and neighbours under a full-blown, corporate-driven government was never fully explained.

Instead, the media focused on looks, personalities and the age-old tactic of *smear and fear*, rather than looking at the policies of the political parties and what they meant for people like you and me. This wasn't by accident – it was by pure design and unfortunately, not for the first time, a sizeable chunk of the British population

allowed an Australian-born US citizen and other newspaper-owning, non-domiciles *who don't even pay taxes to this country*, to have a major say in the outcome of our general election.

Unfinished business

The first full Tory government since John Major's sleazy rabble has unfinished business and, make no mistake, they intend to use the opportunity (so easily handed them) to make some serious changes that will have a massive impact on our lives. Here are just a few of them.

In terms of the NHS, the Tories are committed to contracting out more services to private medical companies, (many of which they have vested financial interest in). For whatever reason, this cash bonanza isn't seen as the brazen conflict of interest that it clearly is.

In addition to this, the government intend to look at the possibility of introducing certain fees to fund different parts of the once free NHS. This deconstruction and privatisation of our Health Service will inevitably lead to a full-scale assault on the terms and conditions of Health Service employees.

We've already seen the introduction of zero hours contracts, poverty wages, the removal of sick pay and loss of pension rights in the parts of the NHS that have already been privatised, with many employees having been forced to leave the profession altogether. Ask the Doncaster workers who took direct action against this erosion, what the impact of privatisation is.

Human Rights Legislation

Another area that the new government intends to lay waste to is human rights. Many people, (Daily Mail readers?) think that scrapping the Human Rights Act will be a *liberation*, as some have been accused of hiding behind it to conceal their guilt.

The truth of the matter is that the people intent on scrapping the Human Rights Act are establishment figures who simply don't want the rest of us to have any rights at all, human or otherwise.

Here's just a sample of what the Human Rights Act actually gives us:

- Freedom from torture and inhuman or degrading treatment
- Right to liberty and security
- Freedom from slavery and forced labour
- Right to a fair trial
- No punishment without law
- Respect for your private and family life, home and correspondence
- Freedom of expression
- Freedom of assembly and association
- Right to education
- Right to participate in free elections

The erosion/scrapping of Human Rights legislation will tie in perfectly to the changes that the Tories have already made in terms of Legal Aid, tribunal fees for unfair dismissal and the draconian, anti-Trade Union measures they now have in the pipeline (such as the right for recruitment agencies to supply scab labour in the event of a strike), and the removal of the right to protest. In fact, the war against Trade Unions will *intensify*, with 'thresholds' for Union ballots implemented.

This means that workers will have a major job on their hands to achieve a mandate for industrial action. When you consider that this is coming from a government elected by just 24% of those eligible to vote, it stinks of both hypocrisy and brazen, anti-worker ideology.

For proof of the government's plans, look no further than **Priti Patel**. The government's newly-appointed employment 'Czar' is a known opponent of the minimum wage and a supporter of zero hours contracts. Her past political contributions have even seen her making the call for an *end to collective bargaining*.

What else can we expect?

I think we can expect to see an increase in insecure employment and a raft of anti-Trade Union measures being announced during the Queen's first speech to Parliament.

If this misery wasn't enough, bear in mind that the government will also be making a further £12 billion of cuts to welfare and will retain the hated Bedroom Tax, as well as hitting mainly Labour-controlled councils with demands for further cutbacks in public services. This is before we get to the subject of Energy, the inevitable price hikes and the government's plans to go full steam ahead with fracking.

These are just some edited highlights of what's coming down the track in the next few years. Those working people who actually voted for this carnage will get what they deserve, and those who didn't even bother to vote won't be in a position to complain about it. However, that will come as scant consolation to the rest of us, who now be face an all-out attack on our way of life.

As a Union we could well end up having to choose between dying on our fee, or living on our knees but one thing's for certain – *we need to be ready to fight*.

Solidarity.

Ian Hodson
National President

Fast Food Rights protests hit UK as 90,000 strike across the US on global day of action, 15 April

ON WEDNESDAY 15 APRIL, protests called by the Bakers Food and Allied Workers' Union (BFAWU) led **Fast Food Rights** campaign demanding £10 an hour and union rights, as well as an end to all zero hours contracts and abolition of the youth rate, took place across Britain as part of a global day of action in solidarity with the growing movement in the US, led by fast food worker strikes, for **\$15 an hour** and a union.

Major protests took place across London and Glasgow throughout the day, occupying and shutting down fast food outlets in the city centres, at Marble Arch in London in

the morning and at *'Greedy Bosses Corner'* on Argyle street in Glasgow in the evening.

In Glasgow the campaign recruited another fast food worker to the BFAWU union. Workers have been contacting the campaign from around the country as a result of the Day of Action to find out more and join the union.

Keep up to date with all activities planned by the Fast Food Rights Campaign at our website or Twitter feed:

www.fastfoodrights.wordpress.com
#FastFoodGlobal



THE GENERAL SECRETARY CALLS FOR A NATIONAL CAMPAIGN AT FYFFES



BFAWU and POLSKA demonstrate at Fyffes' Coventry site
From left to right: *Lukas Bemka, John Higgins, George Atwall and Damien Sawa*

RONNIE DRAPER, GENERAL SECRETARY and George Atwall, Regional Organiser, met up recently with the Fyffes Operations Director and Fyffes HR Director.

Fyffes plc is an Irish fruit and fresh produce company headquartered in Dublin, Ireland. Fyffes has many sites in UK including Basingstoke, Coventry and Scotland (Livingston).

Fyffes is primarily involved in the production, procurement, shipping, ripening, distribution and marketing of bananas, pineapples and melons. They currently market fruit in Europe and the United States, primarily under the **Fyffes** and **Turbana** brands. In March 2014, Fyffes agreed to merge with **Chiquita**, in what would become the world's largest banana producer.

Our meeting agenda was to introduce the BFAWU benefits and Learning Services. Discussion, however, inevitably centred on our disappointment that Fyffes had failed to give BFAWU voluntary recognition at the Fyffes Coventry site – even though the majority of the Fyffes staff at Coventry have joined BFAWU.

This left the BFAWU no option but to submit an application for Collective Bargaining from the **Central Arbitration Committee (CAC)**.

The workers have said 'YES' for BFAWU to represent them of their employment terms and conditions but Fyffes still say 'NO' to BFAWU recognition.

TUC BLACK WORKERS CONFERENCE

THE TUC BLACK WORKERS CONFERENCE is held annually and debates major issues facing black workers in the labour market.

It is attended by delegations sent by trade unions affiliated to the TUC. This year BFAWU was represented by (left to right) *Kamran Ali, Lukasz Bemka and George Atwall.*



TUC General Secretary Frances O'Grady said, *"While it is good that more black and Asian people are getting back into work many have become trapped in low-paid and insecure jobs. For all the talk of a recovery, our economy still isn't creating enough well-paid, permanent jobs to meet demand. These findings show how black and Asian workers have been disproportionately affected by the rise in casual work since the recession."*

Addressing the several hundred delegates attending the TUC Black Workers' Conference at Congress House, she also warned that, *"Across Europe, parties of the far right are expecting to make big gains in the Election"*

The report recommends

- The government should fund the Equality and Human Rights Commission to conduct two sector-based reviews each year to produce an Action Plan, agreed with employers, for improving performance in ethnic minority recruitment, retention and promotion.
- The government should use public procurement to improve the employment of black workers by explicitly including the promotion of racial equality in consideration for all government contracts.
- They should also take action to address the under-representation of young black and Asian workers on apprenticeships and ensure they are able to access the full range of apprenticeships.
- Unions must tackle the toxic debate around immigration.

George Atwall
Regional Officer

GFTU B GCM 2015

I RECENTLY ATTENDED the GFTU biennial conference which was held at Quorn Grange, Leicestershire. The conference was the first get together since the General Election. This was reflected in the broad range of debate across the trade union movement on how we recover, with the message being that we need to prepare ourselves for the oncoming attacks from this Tory government. The GFTU is unique in that it allows small and specialist unions to respond effectively to our members.

The conference was opened and chaired by our own Sister Sarah Woolley, together with Bindu Paul from the Musicians Union. This was done in a very professional manner and one that showed experience beyond their years.

There was a vast array of excellent speakers on the platform. The first was Susan George who very eloquently described the financial collapse in Europe by adding, *"This is not a crisis. Crises do not last 8 years. Those responsible have not been held responsible"*.

Robert Mooney of Community Union gave a moving report on a trade union visit to Bhopal after the humanitarian disaster, with many areas still struggling to recover.

Roberto Calzadillo, Ambassador for Bolivia, gave a fantastic report stating, *"Bolivia and its process of change shows that another world is possible"*

John Hendy QC, in his address, also stated that if the Labour Party doesn't pledge to support collective bargaining then they don't deserve union support.

TUC Gen Sec, Frances O'Grady, reiterated the importance on the defence of the trade union organisation and the need for collective bargaining. She sent out a stark warning by talking about the fragmentation of the left only ever benefitting the right.

Finally the outgoing President, John Fray finished the conference by talking of his confidence in the growth of the trade union movement and the strength and unity that will bring over the next five years. On that note we wish John all the very best in his retirement.

Mark McHugh



Bindu Paul (Musicians Union) and Sarah Woolley did a great job of chairing the Conference



Top: Ronnie Draper addresses Conference
Below: Mark McHugh has his say

NEW KID ON THE BLOCK

I'M DELIGHTED TO HAVE BEEN GIVEN the chance to write for The Foodworker about my first couple of weeks as a Labour MP.

I've been proud to stand shoulder-to-shoulder with the BFAWU, during my more than ten years as an Employment Lawyer at Thompsons in Leeds, and, more widely, as a socialist and trade union activist. For me, my visits to see Ian Wood and his team at the BFAWU Regional Office in Pudsey and my trips to see Helena England and the BFAWU members at Fox's Biscuits in Batley were real highlights of my work as an Employment Lawyer.

I visited the BFAWU Conference for the first time in 2014 and was inspired by how truly open, democratic – and clearly political – your Conference is.

This year is the first time I'm attending your Conference as a Labour MP. For those of you who know me already – don't worry, my new role hasn't changed me one bit! And if you ever think it has – just tell me! I didn't want to become the MP for my area so I could cosy up to the Establishment or pretend I'm important. I wanted to become the MP for my area so that I could help out even more with the fight to protect and improve the living standards of ordinary people and create a more equal, and more just, society.

On Friday 8 May I left Leeds Arena having been elected as the Labour MP for East Leeds – my local community – with an increased majority of 12,533 and nearly 54% of the vote. But I left Leeds Arena not over-the-moon at our local victory – but feeling depressed about Labour's national defeat.

In my acceptance speech, I dedicated the election victory in East Leeds to all those in East Leeds who have paid The Bedroom Tax, to all those in East Leeds who have been forced on to Zero Hours' Contracts, to all the *Remploy* workers thrown on the scrapheap by a cruel and callous Conservative-led Government and to all those who have been made to pay the price for a banking crisis that they didn't cause.

These people and more – here in East Leeds and across the country – will now suffer still more as the Conservatives use the next five years to further attack ordinary people, our NHS, our public services, the welfare state and our trade unions.

I arrived in Parliament on Monday 11 May, ready to get down to work. At the time of writing, I still haven't been given an office in Parliament yet – but hopefully that will have been sorted by the time I'm at BFAWU Conference!

In my first couple of weeks in Parliament it's been great to get to know Socialists in Parliament who were, like me, elected for the first time on Thursday 7 May and Socialists who were *re-elected* on that same day.

In our first week in Parliament, myself and nine other Labour MPs elected for the first time worked together to send an open letter to a national newspaper warning against travelling back in time to 'New Labour' in the aftermath of the General Election defeat and calling on the Labour Party to oppose 'austerity' economics.

On Wednesday 20 May I was sworn in as a Member of Parliament. To be able to take your seat in the House of Commons as a Member of Parliament you have to Swear In by saying: "*I do solemnly, sincerely and truly declare and affirm that I will be faithful and bear true allegiance to Her Majesty Queen Elizabeth, her heirs and successors according to law*". Before swearing in, I said: "*As someone who believes that the Head of State should be elected, I make this oath in order to serve my constituents*". I wasn't trying to make a big song and dance, I just wanted to make my commitment to my constituents and to democracy absolutely clear. I was surprised journalists picked up on it in the way that they did. I was even more surprised to be told that over 140,000 people had watched a video of it on the internet!

In some ways, Parliament has the atmosphere of what I imagine a public school to be like. I'm sure that suits David Cameron and George Osborne down to the ground! But myself and fellow Labour MPs will be doing all we can to puncture the public school atmosphere and bring the real world into the debate. A real fight back is needed – and not just in Parliament.

You can be proud of your trade union. The BFAWU is a fantastic, fighting union – and a friendly one too! I'm looking forward to working with the BFAWU – inside Parliament and outside Parliament – to push the issues that matter to you.

I hope that you have a fantastic Conference and I look forward to seeing you there!

Richard Burgon MP



SPL ENABLES ELIGIBLE PARENTS to choose how to share the care of their child during the first year of birth or adoption.

The aim is to give parents more flexibility in considering how to best care for their child. Assuming both are eligible, parents will be able to choose how to split SPL between them and can decide to be off work at the same time or different times.

When did it become law?

- The regulations came into force on 1 December 2014.
- The option to use the new SPL rights applies for parents where a baby is due to be born on or after 5 April 2015, or for children who are placed for adoption on or after that date.
- Department for Business, Innovation & Skills estimates up to 285,000 working couples will be eligible to share leave from April 2015.

What about existing family leave rights?

- Employees will still have right to take maternity leave (up to 52 weeks); adoption leave (up to 52 weeks); ordinary paternity leave (2 weeks); and unpaid parental leave (up to 18 weeks per child between the child's birth and 5th birthday or 18th birthday if child disabled)
- BUT additional paternity leave will no longer be available for children born or placed for adoption after 5 April 2015.

Who is eligible for SPL?

- A parent must be an **employee** and must have worked for the same employer for at least 26 weeks at the end of the 15th week before the week in which the child is due ('Qualifying Week') or at the week in which they were notified of having been matched with a child for adoption, and must still be employed in the first week that SPL is to be taken.
- The other parent must satisfy an '**employment and earnings**' test: they must have worked in an employed or self-employed capacity for at least 26 weeks in the 66 weeks leading up to the Qualifying Week or the matching date and have earned above the maternity allowance threshold of £30 per week in 13 of the 66 weeks.
- A person is eligible for SPL in relation to the **birth** of a child if:
 - She is the child's mother and shares responsibility for the care of the child with the child's father or with her partner
 - or:

WHAT IS SHARED PARENTAL LEAVE – SPL?



**SADIQ VOHRA
OF WALKERS UNION**



EXPLAINS THE NEW REGULATIONS

- He is the child's father and shares the main responsibility for the care of the child with the child's mother; or
- He/she is the mother's partner and shares main responsibility for the care of the child with the mother.
- A person is eligible for SPL in relation to the **adoption** of a child if:
 - He/she is the primary adopter and shares the main responsibility for the care of the child with his/her partner; or
 - He/she is the partner of the child's primary adopter and shares responsibility for the care of the child with his/her partner.

Must both parents be employees?

- The 'typical' situation is that both parents are employees and each takes some SPL.
- However, sometimes only one parent will be eligible eg. one parent could be self-employed and not entitled to SPL themselves but their partner, if they are an employee, may still qualify.

Amount of SPL available (birth)

- 50 weeks less the amount of statutory maternity leave or the number of weeks in which the mother has been in receipt of statutory maternity pay or maternity allowance if she is not entitled to maternity leave.

How does someone opt in to SPL?

- SPL is 'created' once the child's mother/primary adopter has **returned to work** OR given at least 8 weeks' **notice to end** maternity/adoption leave or (where not entitled to leave) notice to end maternity/adoption pay period or maternity allowance period. This is known as a 'curtailment notice'.
- The father/mother's partner/partner of primary adopter cannot start SPL until the mother/primary adopter has returned to work or given a curtailment notice.
- Curtailment notice, once given, can only be revoked in limited circumstances.

Notification and evidence requirements

- An employee must notify their employer of their entitlement and intention to take SPL.
- Time limit (8 weeks) and content of notification (eg. amount of leave planning to take; when planning to take it; and a declaration from partner).
- Employer may request a copy of birth certificate or adoption papers, together with name and address of other parent's employer (if they have one).
- No requirement for an employer to check information with the other employer (if there is one).
- ACAS guidance notes that an employer should grant leave and pay based on the information and declarations provided to it by its employee.
- If an employer does intend to contact the other employer they should consider data protection and confidentiality.

How can SPL be taken?

- SPL may be taken as a single continuous block of leave (employer cannot refuse), or:

- May be split into shorter periods of leave with work in between (employer must agree).
- Up to 20 'Shared Parental Leave In Touch' days – like 'KIT' days in maternity leave.

Returning to work after SPL

- Employee entitled to return to the same job if their combined leave (maternity/paternity/adoption plus SPL) totalled 26 weeks or less.
- If more than 26 weeks, employee must return to same job unless not reasonably practicable in which case suitable and alternative job on no less favourable terms.

Shared Parental Pay

- Eligibility: at least 26 weeks' continuous employment at the end of the 15th week before expected week of birth or adoption matching date AND must have earned average pay of not less than the lower earnings limit set by the Government each year.
- Shared parental pay is 'created' when mother/primary adopter is entitled to statutory maternity pay, maternity allowance or adoption pay and curtails that entitlement.
- Statutory shared parental pay of up to 37 weeks (less any weeks of statutory maternity pay or maternity allowance or statutory adoption pay already paid).
- Shared parental pay can be divided between the parents.
- Paid at rate of £139.58 (from 5 April 2015) a week, or 90% of average weekly earnings, whichever is lower.
- Statutory maternity pay and statutory adoption pay are payable at 90% of actual salary (with no cap) for the first 6 weeks of leave.
- More likely to mean that a person takes maternity/adoption leave and pay for at least 6 weeks to take advantage of higher rate.



Full Time Officers, Executive Council Members, Branch Secretaries

15 May 2015

Dear Colleagues

CREDIT UNION Update

The BFAWU Credit Union was the first 'national' Credit Union, set up in 1997 with the common bond being membership of the Bakers, Food and Allied Workers Union. The aim was (and remains) to assist members in financial problems, to encourage savings and to keep members out of the hand of money lenders. Thousands of BFAWU members and their families have benefited from this facility. **Why not become one of a growing number of Union members that use this benefit?**

Additionally, the Credit Union's aim was to assist members in short-term financial problems that ordinary Banks would not help as the loans being sought were only for small amounts and over short terms – no money in that for Bankers. Again thousands of your fellow Union members have reaped the benefit from this facility.

Credit Union members save and borrow for many reasons. It may be for that family holiday Savings are made at regular-weekly or monthly- periods as are repayments on loans. And, unlike Banks, interest is paid on the reducing repayment figure not on the whole capital borrowed.

So how are we doing? The figures below set out our record in 2014 and in the first quarter of this year:

Total of 464 Loans in 2014 totalled £526,190.00

Approved loans 149 January to April 2015 totalled £184,319.00 so far.

The Credit Union is a major benefit for Union members and their families as the table above shows. Savings are protected under the **Financial Services Compensation Scheme**, covering up to £85,000 of savings for each member.

Now is a good time to join the Credit Union and applications are welcome. Why struggle to make ends meet by falling into the hands of loan sharks or by paying high interest rate returns. Why look to discredited Banks for assistance for that one-off purchase or holiday? Here are Union members saving and lending to each other. That is what trade unionism is all about. So come and join us.

Application forms are available from the Credit Union Head Office, Stanborough House, Great North Road, Welwyn Garden City, Hertfordshire AL8 7TA

Pauline Nazir, Secretary

Joe Marino, Chair

For more expert advice BFAWU members should contact **Sadiq Vohra** at Walkers Union:

Tel: 0844 346 3225

or

e-mail: svohra@walkersunion.com



JOIN YOUR CREDIT UNION TODAY! NOTICE

THE CREDIT UNION **AGM** WILL BE HELD IN THE
CONFERENCE HALL, SOUTHPORT
ON THE 8 JUNE AT 12.30pm.

**ALL MEMBERS, AND POTENTIAL MEMBERS
INVITED.**

ON AVERAGE, TWO WOMEN a week in the UK are killed as a result of domestic violence – with one in four women experiencing it in their lifetime.

Domestic violence doesn't just affect women though and this under-talked about, taboo subject becomes even less discussed when we begin to look into male victims. *One in six* men will experience domestic violence in their lifetime, with one man dying every three weeks because of it.

What's more worrying is these are just the *reported* statistics.

DOMESTIC VIOLENCE

What can unions do to help?

Domestic violence happens behind closed doors but the consequences have an impact on life outside of those doors and can have a negative impact on the working lives of someone living with an abusive partner.

A recent survey by the TUC discovered that, in any one year, more than five victims of domestic violence take time off work because of abuse and two per cent lose their jobs as a direct result of the abuse. Again, these are just the reported statistics. The number of victims losing their jobs or taking time off work and not having anyone to turn to, to explain *why*, is probably a lot higher.

Work as a place of refuge

Workplaces can be seen as a place of refuge for victims of domestic abuse and a friendly union rep can be their first point of call when seeking help. Reps can help support individual members in dealing with management and seeking time off work. Unions also have a role in bargaining for better workplace policies on domestic violence too.

When I visited Australia last year with the GFTU we were told about the *White Ribbon Campaign*. Unions in Australia have used this campaign successfully to show domestic violence as a *workplace issue* and have negotiated 20 days of paid leave in cases of domestic violence across the whole of the public sector – enabling victims of domestic violence to take time off work without facing disciplinary action or losing out on pay. This financial security is absolutely crucial when facing the daunting challenge of not only leaving an abusive partner but

having to start again finding somewhere to live. It supports them through the process of seeking help and advice, sorting out finances, medical help and counselling for themselves and possibly their children – as in ninety percent of family households where domestic violence is occurring, children are in the same room or the room next door meaning they can see and hear everything!

Good workplace policies on domestic violence over in Australia often offer advances on pay to help survivors get through a period of time when they may have no access to money if it is being held by an abusive partner.

Talk to somebody, please

Returning to the TUC survey, one of the most striking findings is how rarely those experiencing domestic violence shared this with anyone at their workplace – even when their work was badly affected by the abuse. Having said that, given the stigma and the

shame often experienced by the victim, there is little wonder that they don't feel able to discuss it. This must change if we are going to help people survive.

Can we, the Union, do more?

One of the more shocking statistics from the survey was that fewer than one in ten people disclosed to a union rep that they were suffering from domestic violence. We believe this could well be turned around with training for our reps to recognise the consequences of it. Even without training, we should still look for the signs: for example, *persistent lateness, unexplained absences, poor performance, change in personality, jumpy and/or unexplainably quiet*.

Supporting members who are experiencing domestic violence is vital. They are far less likely to escape an abusive relationship without a job or source of income and the emotional support of a colleague or union rep could be the lifeline they need to sum up the courage to leave.

We now have a Conservative government who will continue to attack us with cuts, support for employers giving us wages we can't live on and carry on increasing the cost of living. The next five years will see an increase in domestic violence cases as the stress of struggling to survive on a day-to-day basis takes hold.

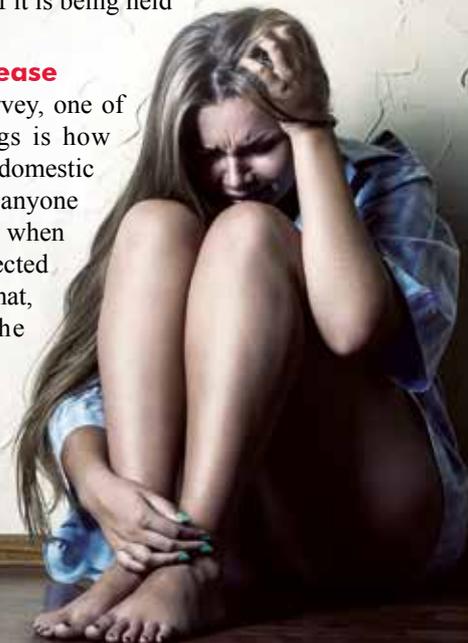
It's our job as union reps – and the trade union as a whole – to support our members by recognising the signs, talking about domestic violence issues to diminish its taboo and to negotiate policies in the workplaces we represent to protect our members.

Sarah Woolley

If you are suffering now, please don't be ashamed to speak to someone.

There is a national, 24-hour Freephone Domestic Violence Helpline available to everyone on:

0808 2000 247





FIGHTING BACK!

The National President, Ian Hodson, on

The Challenges facing H&S in the Workplace

WE HAVE NOW ENDURED five years of unrelenting attacks on Health and Safety, led by a Government that believes it's a burden and nothing more than 'pointless red tape' for employers.

The Conservative-friendly media have hammered the point home with wave after wave of anecdotal nonsense, such as conkers being banned in playgrounds, oversized marrows being banned from church fetes and the old mantra of it's 'elf and safety gone mad'.

Those working in factories, however, or bakeries and construction sites know the difference between fear of litigation, rising insurance premiums and life and death in the workplace.

I can guarantee you that there is not one shred of health and safety legislation that prevents boy scouts from climbing apple trees, whilst away on summer camp. The subject of safety at work shouldn't be a political football bandied about so flippantly. **These are people's lives we're talking about.**

To put this in perspective, between 2013 and 2014, **133 people were killed at work**. Despite this, there have only been *eight convictions* of corporate manslaughter and the largest fine that has been issued recently, following the death of an employee, has been a mere £500,000.

Workplace Safety Representatives up and down the country were hoping for a significant change leading up to the general election. Although Ed Miliband had not laid out many policies relating to Health and Safety, there was a clear dividing line between what Labour and the Tories were offering.

Labour promised to prioritise the prevention of occupational cancers and illnesses and introduce a maximum workplace temperature (a campaign that this union has been at the forefront of for many years). They had even made a commitment to support Health and Safety Representatives and ensure that every employer could be visited and investigated at any time.

The Tories offered no such improvements, only the continuing agenda to erode and subsequently remove workplace Health and Safety legislation – leaving employees at the mercy of their employers, who will eventually only operate a *discretionary* level of safety. It's a frightening prospect, with the Tories now hoping to inflict their ideology on the EU commission as part of their 'renegotiation' agenda.

We must renew our efforts in the face of this lunacy. It's absolutely vital that the Labour/Trade Union Movement gets its act together in order to stop these endless attacks on the workplace protection that our forefathers fought so hard and, in many cases, died for.

It's our role as activists to prevent dangerous practice by an employer, and when a government embarks on blatant and vindictive anti-worker behaviour, we should be ready to nip it in the bud. **When injustice becomes law, resistance must become duty.** We must be prepared to stick our heads above the parapet, to stand up against those who care nothing about our lives.



We must not be afraid to act and take direct action if necessary, against those who seek to put our health and safety at risk in pursuit of profits, and we should ensure that our friends, relatives and the wider general public are aware of just what the government's objectives are in terms of safety in the workplace.

- **This government has no mandate**, with only 24% of the UK's electorate voting Conservative.
- The Tories are anything but strong – **they can and will be defeated**, providing we use our collective strength.
- **We must come together** and work with groups such as the **Hazards Campaign**, to make sure we support and highlight those workers *still* being killed by their employers.

Our own BFAWU Safety Representatives are part of a wider movement which, according to the TUC, is over 100,000 strong and that's without the support of Union Shop Stewards, full-time and national officials which of course, is a given, so the idea that they are alone and isolated is simply not true.

Today, we are as committed as ever to improve workplace safety, and we are determined to support our Safety Representatives.

- We urge people to get involved and become Safety Representatives.
- We continue to offer the best training for them through our fantastic courses and encourage BFAWU members to learn about workplace safety issues.

Through organising at branches, our members and representatives have a voice and that aforementioned collective strength. It means we can give support to those suffering from stress, from illnesses caused by work, bullying and harassment. A trained representative can argue for fairer treatment and raise concerns and discuss ways of reducing risk in the workplace.

Our safety representatives have a proud record of safeguarding lives and you can be guaranteed that we are not going to let an employer, or a sociopathic government with no mandate put our members lives at risk.

Join us and learn how to defend your workplace from becoming a death trap.

A REMINDER OF WHAT WE ARE FIGHTING AGAINST

The TUC estimates about **20,000** work-related illnesses and deaths but accepts this is probably *the lower end of realistic*.

Hazards Campaign estimates of **deaths** due to work-related incidents (the visible tip of the iceberg of work-related harm in GB) in 2013/14:

854 – 1,290 workers killed in work-related incidents

Plus 70 members of the public

Giving a Total of 986 – 1,433 made up of:

- 133 workers reported to HSE & LA under RIDDOR (provisional figures)
- Estimated 50 Workers killed at sea* and in the air
- 583–880 killed in work-related, road traffic incidents
Made up of: Lorry drivers *plus* some of those on their way to work *plus* others killed in those road traffic incidents
(One third to half of total Road traffic fatalities of 1,760 are *work-related*)
- Between 150 – 300 suicides due to the pressures of work (suicides up by more than 10% +in current economic crisis)
source: www.hazards.org/cryingshame
- 70 Members of the public killed by work activity

*Merchant seafarers killed in UK waters and on board UK ships, *plus* those killed Fishing in UK waters.

Hazards estimates of those killed by **work-related illness** (the bulk of the iceberg of work-related deaths each year in GB):

Total up to 50,000

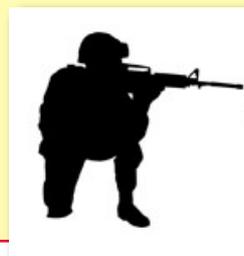
Made up of:

- 18,000 by work-related **Cancer** with at least 5,000 due to *asbestos* cancers
- Up to 20,000 as a result of **Heart Disease** – 20% of work-related deaths due to stress, long hours and shift work
- 6,000 down to **Respiratory Illness** – amounting to 15–20% of *obstructive* lung disease
- Another 6,000 due to **other diseases** (including *restrictive* lung diseases).

Hazards Estimates are that **140 people a day** or **6 per hour** are killed by work in Great Britain *per year*.

Compare this with:

- 532 murders last year
- Around 630 British soldiers killed in Iraq and Afghanistan over 14 years.



The UN International Labour Organisation estimates that worldwide more people are killed by *work* than *war* every year – a minimum **2.3 million killed by work EVERY YEAR.**

Hazards

Contact us:

Tel: 0161 636 7557

email: info@hazardscampaign.org.uk

'NO HEALTH, NO SAFETY AND NO JUSTICE AT WORK?'

AS PART OF THE WAR on the working class, over the past 5 years the coalition government relentlessly attacked workers' health and safety. It cut regulations, slashed enforcement, attacked union and workers' rights and capacity to resist, restricted and removed access to justice via charges for tribunals, cuts to legal aid for personal injury cases and scrapping of strict liability, and exempted many self-employed workers from health and safety law.

In 2011, proactive inspections that prevent workers being hurt were arbitrarily cut by 33% in so called low-risk workplaces such as bakeries (where a number of workers have been killed, many injured and occupational ill-health is common). Much more damage was done by the government lie that health and safety is a *burden on business* and pointless 'red tape', when the lack of it is **a burden on us** and costs the economy £30–60 billion per year.

Now we face another five years of attacks plus the fear, insecurity, job losses and poverty of cruel and unnecessary austerity policies. If we do not fight back now, we will end up with **no health, no safety and no justice at work**.

Health and Safety is about the way work is organised: conditions, hours, pay, shifts, workloads, security. As such, it must be cut or undermined in order for austerity policies to drive standards down and increase the flexibility and lower costs of workers that employers are demanding.

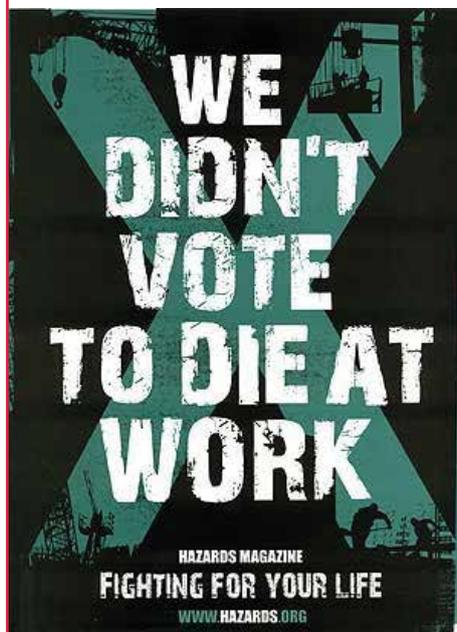
After five years of this, the official HSE statistics show a significant increase in injuries, ill-health and working days lost over the past two years. Work-related stress and musculoskeletal injuries have increased as most workers are working far harder, for longer hours under more intense scrutiny, impossible targets, accountability, performance management schemes and punitive sickness absence policies.

The increase in zero hours contracts (coming on top of poverty pay and in-work benefit cuts) adds another layer of insecurity and injustice. Workers are paying with their *health and lives*.

The General Election campaign was conspicuously silent on health and safety.



**HILDA PALMER
of Hazards
Campaign
continues
the theme of
Resistance
to the new
Governments'
stance on
Health & Safety**



The Labour manifesto promised action on zero hours contracts, a blacklisting inquiry and extending the Gangmasters Licensing Authority and support for improving health and safety. Sadly, it gave no details and there was no enthusiasm for the **Hazards Campaign 13 step plan** for a renewed health and safety system.

No-one even mentioned that work makes 2 million people ill, 50,000 die of illnesses, and over 1,000 deaths in incidents every year. What work is doing to our lives and health is simply not on the political agenda. The business-friendly statements of candidates for the Labour Party leadership threaten to offer no challenge to Tory government action as our capacity to defend ourselves will be even more constrained.

The secret negotiation of the anti-democratic **Transatlantic Trade and Investment Partnership (TTIP)**, between EU and USA also went unmentioned but if agreed, it will have major damaging effects on our whole lives including workplace safety and health. TTIP is fast track deregulation, privatisation and the transfer of power and wealth from workers to *capital*, from *nation* to *transnational corporations*.

In 2013, the EU embarked on a deregulatory programme called REFIT and immediately stopped laws on cancers, endocrine disrupting chemicals, nanotechnology and musculo-skeletal disorders (MSDs). This can, perhaps, now be seen as preparatory to TTIP negotiations and lobbying by transnational corporations. TTIP proposes 'Regulatory coherence' means making higher EU and lower US standards and law the same and this would be a race to the bottom for health and safety, chemicals, and all other protective regulation on food, health and the environment.

A Regulatory Cooperation Council will sit above current EU, nation states and US regulatory systems, and allow 'stakeholders'/corporations to attack existing laws and prevent new ones if they are a barrier to trade and corporate profits. The UN's top official on trade said, TTIP will produce, "...a dystopian future in which corporations and not democratically-elected governments call the shots."

What are we going to do? Well, not sit back and take it! We need to regroup, reorganise and defend our lives and health in our workplaces, and outside of work to defend the need for a system of laws and enforcement by making our voices heard in political arena, and make clear we are not having it!

We need to reclaim the Health and Safety agenda from the lie that it is a 'burden on business' and from the lack of HSE enforcement which has allowed commercialised health services to proliferate and peddle non-preventative, individual lifestyle-blaming programmes including *well-being*, *resilience*, *engagement* and *mindfulness* which circumvent trade union organisation.

We must rebuild our workplace organisation, recruit more workers to the union, create and use effective Safety Committees, recruit more safety reps, and ensure our union structures support them in fully using the statutory functions in the **Safety Representative and Safety Committees Regulations (the Brown Book)** to make work *safer* and *healthier*. Health and Safety is a powerful recruiting and organising tool but we also need to agitate *outside* work, with our communities,

with other unions, through all sorts of coalitions fighting against austerity, fracking and benefit sanctions. **We must put health and safety at the heart of the fight for decent jobs and lives for all.** The BFAWU has led the way on this sort of organising with the strike against zero hours contract and the Justice for Fastfood workers campaign.

We need to find new ways to put out our message about what good health and safety is, why it's important for everyone, and what happens when it doesn't exist.

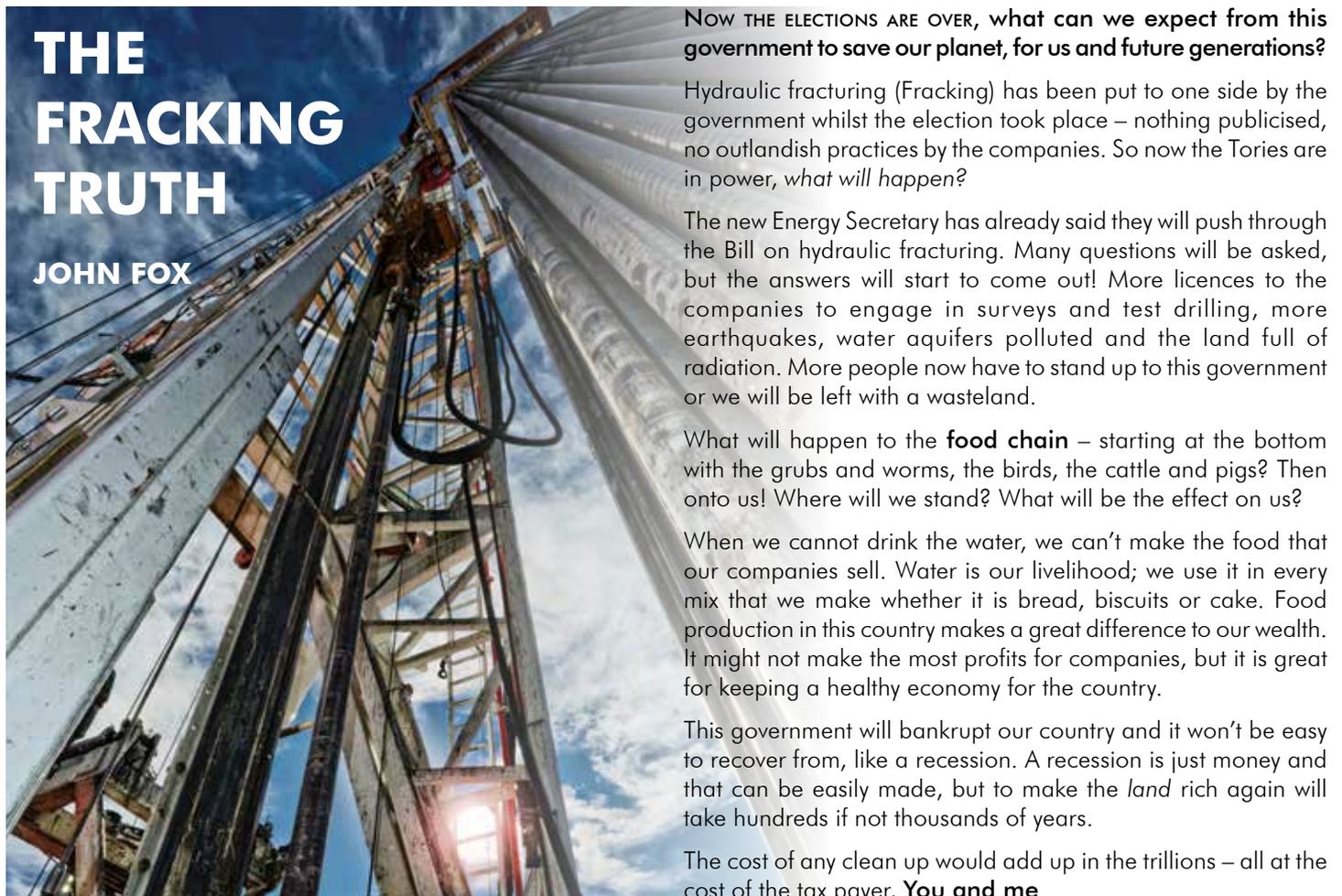
Families Against Corporate Killers (FACK) tells stories of how lack of health and safety killed people they loved. FACK makes clear links between *policies* and deaths – for example, David Cameron tells businesses that he's removed 'silly health and safety rules' that stop young people getting work experience and subsequently 16 year old apprentice **Cameron Minshull** is killed by a lathe without safety guards. We need to develop similar powerful stories to explain how workers are injured or made ill by employers' negligence and the effects on their children, families, the community and the economy, to reveal the injustice, unfairness and economic cost.

Work stress can drive workers to suicide. Long hours and heavy workloads can wreck our health through injury, MSDs and other illnesses and if all of this doesn't even pay enough to live on, it damages our hearts, increases our risk of heart attack and stroke and makes us depressed and anxious. **Workplace issues are also public health issues.** For example, the ban on proactive inspections in 2011 led to the 2012 outbreaks of Legionnaires disease as employers stopped inspecting cooling towers and it even threatened the Olympics as 75% of cooling towers around venues were found to be unsafe.

We are fighting for our lives and those of our children and grandchildren. We must go back to basic organisation as well as being more creative and innovative to reclaim the trade union agenda by showing how health and safety is good for us, good for employers and also whole community, to increase support against attacks and for better regulation and enforcement.

Hilda Palmer

Visit www.hazards.org – the best and most authoritative source of information and analysis on workers' health and safety.



THE FRACKING TRUTH

JOHN FOX

NOW THE ELECTIONS ARE OVER, what can we expect from this government to save our planet, for us and future generations?

Hydraulic fracturing (Fracking) has been put to one side by the government whilst the election took place – nothing publicised, no outlandish practices by the companies. So now the Tories are in power, *what will happen?*

The new Energy Secretary has already said they will push through the Bill on hydraulic fracturing. Many questions will be asked, but the answers will start to come out! More licences to the companies to engage in surveys and test drilling, more earthquakes, water aquifers polluted and the land full of radiation. More people now have to stand up to this government or we will be left with a wasteland.

What will happen to the **food chain** – starting at the bottom with the grubs and worms, the birds, the cattle and pigs? Then onto us! Where will we stand? What will be the effect on us?

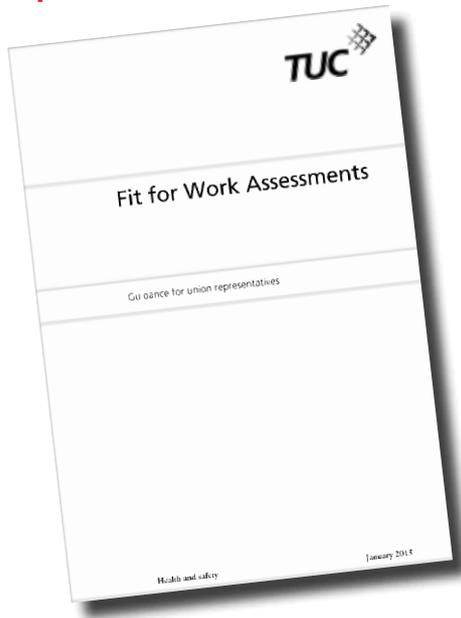
When we cannot drink the water, we can't make the food that our companies sell. Water is our livelihood; we use it in every mix that we make whether it is bread, biscuits or cake. Food production in this country makes a great difference to our wealth. It might not make the most profits for companies, but it is great for keeping a healthy economy for the country.

This government will bankrupt our country and it won't be easy to recover from, like a recession. A recession is just money and that can be easily made, but to make the *land* rich again will take hundreds if not thousands of years.

The cost of any clean up would add up in the trillions – all at the cost of the tax payer, **You and me.**

FIT FOR WORK ASSESSMENTS

TUC Guidance for Union representatives



Fit for Work is a new Government service involving a referral for a voluntary assessment for employees who are off work through illness or injury. A phased roll-out of referrals to the Fit for Work assessment will take place over a period of months starting in January 2015.

Once an employee has reached or is expected to reach four weeks sickness absence they can be referred by their GP for a Fit for Work assessment by an occupational health professional who, if the worker agrees, will look at the issues preventing a return to work. The referral will usually lead to a Return to Work Plan.

The referral service could have significant implications for employees and trade union representatives will need to be aware of what the new service entails and the issues that are likely to arise so they can advise members who are referred to the service.

How will Fit for Work operate?

Fit for Work is being provided by a private company called **Health Management Limited (HML)** in England and Wales and by the Scottish Government (through the NHS) in Scotland.

Health Management Limited are owned by a US company called **Maximus** who also have a contract to run the Work Capability Assessments for those applying for Employment and Support Allowance.

Referrals to Fit for Work Assessments

Anyone can be referred to the service if they live in England Wales or Scotland, are in paid employment, are off sick and are likely to return to work. The service will not be available to the self-employed. You can also only be referred once in a 12 month period.

Most people can be referred though their GP after they have been signed off work for 4 weeks. This will normally happen as part of a normal visit. In some cases a person will not be referred. Examples will be if the person is already ready to return to work, or if it is clear that there is an ongoing serious issue which will clearly mean that the person is going to be off work for some considerable time.

In addition, after four weeks, an employer can make a referral if the GP has not done so. Individuals cannot self-refer, nor can hospital consultants. Any referral is voluntary and the employee must give consent. There is no requirement on them to have a referral, however in many cases it may help them return to work earlier.

What will the referral entail?

The purpose is to give the worker, their employer and the GP advice and recommendations to assist in a return to work more quickly after an injury or illness.

In most cases the referral will lead to an assessment with an occupational health professional such as a nurse, doctor or physiotherapist. Usually it will simply be a telephone assessment, although in some cases a face to face meeting will be suggested. This should happen within a couple of days of the referral (or five days for a face to face meeting). Every person referred should be given a case manager who will be their point of contact.

Before any assessment takes place the worker will be asked to give consent. It should be made clear to them that they can withdraw that consent at anytime during the process. The worker will be asked about their condition, job and any other factors that might be affecting their health or their work. That could include personal issues and issues outside work.

The health professional will then develop a *Return to Work Plan* which they should discuss with the patient.

These will be recommendations that can be aimed at the worker, their GP or their employer. Examples could be a referral for some form of therapy or treatment, or adjustments to the workplace.

If the worker agrees, the Return to Work Plan is then sent to the employer and the GP.

A Return to Work Plan is simply recommendations that may help the worker return to work earlier if they are followed. It may not mean the person is ready to return to work and should set out whether they are not fit for work, may be fit for work (subject to the employer meeting the recommendations), or fit for work.

There may be cases where no particular recommendations will be necessary as the worker will already be getting appropriate treatment and will be able to return to work when sufficiently recovered with no further action by the GP or employer.

Advice line

In addition to referrals to Fit for Work assessments the Government has already introduced an advice line giving general work-related health advice and offer solutions to support any return to work, or at least signpost the caller to other sources of help.

For Scotland: **0800 019 2211**

9:00–17:00, Mon–Fri

In England in Wales: **0800 032 6235**,

8:30 – 18:00, Mon–Fri

(Welsh Language: **0800 032 6233**)

Unlike the assessment service the advice line will be open to everyone, including the self-employed and those not in work.

What happens then?

It is up to the GP, employer or worker to take the recommendations forward. In some cases it may mean a referral to a specialist within the NHS through the GP. In other cases, the plan may propose some forms of support or action from the employer. There is no compulsion on the employer to take action on any recommendation and the cost of anything that the employer provides will fall on the employer, not Fit for Work. If the employer pays for any treatment that has been recommended by Fit for Work there will be no tax liability for the first £500.

However if there is any cost above that in any tax year, the employer and/or worker themselves may be liable for tax.

Fit for Work will then contact the worker again to see whether the plan is being implemented. If it is, and the worker is not on track to return to work as anticipated, then another assessment may be made.

In some cases the employer will not implement what is recommended in the Return to Work Plan. This may be because they are unwilling to do so, or they may be unsure or unclear about how to. Where this happens the worker should notify their case manager who may be willing to speak to the employer. **The worker should also be encouraged to contact their union representative.**

Consent and confidentiality

No worker should be forced to have an assessment and must consent before they take part. The Department for Work and Pensions says "Your consent must be explicit, informed, specific and freely given and must be given at different parts of the process". Anyone referred for an assessment can also withdraw that consent at any time. In addition no report or plan should be sent to the GP or employer without it being discussed with the worker first who can ask for changes or refuse to agree to it being shared. If the Return to Work Plan includes recommendations for the worker, GP and employer, the worker can ask that the employer only be sent the parts that relate to them. Where a worker has any concerns or doubts they should be encouraged to contact their union.

Fit for Work and sick pay

Fit for Work Assessments should not affect any individual's entitlement to sick pay. The Return to Work Plan should be accepted in the same way as a sick/fit note. If any person does not get an assessment, continues to be unfit for work at the end of the period of the Plan, or refuses to take part in the process, the GP should continue to provide a note for the employer. The GP should use their professional judgement to decide whether a fit note is required. The same should apply if a person withdraws consent during at any time.

Employers are likely to update their sickness absence policies to reflect the availability of Fit for Work. This should be done in consultation with the trade unions in the workplace. Unions should ensure that updated policies do not include penalties in cases where workers refuse to give their consent at any stage in the Fit for Work referral.

Some employers may seek to refuse occupational sick pay to any employee who declines to take part in the service or who withdraws consent. It is important that union representatives ensure that sick pay agreements are not changed to allow that to happen. If any employer says it will refuse sick pay to anyone who does not take part then you should contact the union immediately, because workers for that employer will not be able to have the choice of giving consent and the provider should not be conducting any assessments on workers employed by them.

Existing occupational health services.

Many employers already provide occupational health services that do what the new service will do, but these existing providers are likely to have a better knowledge of the workplace and close links with the employer. There is no reason why employers should reduce the level of occupational health support because of the introduction of Fit for Work.

Employers' occupational health services are usually far more comprehensive and cover a wider range of services such as sickness monitoring, health surveillance and advice on prevention. They also provide important information to the employer on the health of their workforce and possible problems in the workplace.

The TUC view

Most workers would rather be well and at work than ill and off sick. We support anything that will help people recover when they are ill, and so we welcome Fit for Work. There is strong evidence that early interventions when people are off sick can make a return to work more likely, especially in cases of stress related illnesses and musculoskeletal disorders.

The full text of the **Fit for Work Guide**, including TUC views on how the regulations will operate, is available from the TUC website:

[www.tuc.org.uk/Fit for work guide](http://www.tuc.org.uk/Fit_for_work_guide)

The message is clear: **If in doubt, consult your Union Representative!**

ICTU UNION LEARNING REPRESENTATIVE OF THE YEAR, 2015



REGION 7 WOULD LIKE TO congratulate **Carmina Kaszoni**, our ULR from Moy Park, Ballymena, on her recent **Union Learning Representative of the Year** award.

Within the ULF in Northern Ireland, this is the first time an award has been presented to ULRs and we are overjoyed that BFAWU Rep Carmina was the worthy winner.

Carmina beat off competition from eleven other unions within the ULF which is testament to the fantastic work she has been doing.

A Union learner herself, Carmina is using her first-hand knowledge to help, encourage, guide and support her fellow colleagues in their own learning experiences.

Well Done, Carmina!

BECAUSE IT'S THERE...

ON THE 15TH/16TH OF MAY I did a night walk up Mount Snowdon along with my son Mark and nephew Phillip raising money for the Alzheimers Society in memory of my Mum, Marion, who passed away last September. She suffered from vascular dementia and Alzheimers for many years. This is a disease that affects memory and other intellectual abilities seriously enough to interfere with daily life. It was so sad and upsetting to watch such a proud, independent lady succumb to this disease.

We travelled down from Liverpool to Snowdonia looking forward to the walk, organised by the Alzheimer's Society and *Discover Adventure*. There were over 200 of us from all over the country. Although I have walked up Snowdon 4 or 5 times, I've never done it in the dark before. We set off at 22.45 all kitted up in the usual gear, plus our head touches. As we set off, the weather wasn't brilliant but we were told the rain would stop around 23.00.

As you start the walk up Snowdon you go through a residential area. Anyone looking out of their window must have wondered who these loonies were, walking up the mountain this time of night. Hopes of the clouds clearing and the rain stopping were soon dashed as it became heavier and the wind got up, but we didn't care – we were there to get up and down and raise as much money for the Alzheimer's society as we could.

We got on to the base of the mountain. It starts off very steep which is a test for any training that you may have done and your calf and thigh muscles, but soon levels out a bit. As we march on it's a strange picture – being pitch black and just seeing all these white lights of the marching walkers bobbing along. At the half way house there was a checkpoint where you had to show your number to make sure that everyone was accounted for. After a short stop to take on fluids and a bite to eat, we headed off again. There was no let-up in the poor weather but morale was very good with everyone encouraging each other.

As we approached the top, some 3,560 feet above sea level, some walkers were already on the way down. The wind seemed to be getting a bit stronger. On the final few steps to the pinnacle of the mountain, the driving rain came again.

At the top, there was a real sense of achievement but we knew the job was only half done. My hands were freezing cold and wet and I could not tie one of my laces that had come undone so I just tucked it into my boot. After a quick photo we set off down again. As we passed walkers still on their way up, they would congratulate us on reaching the top and we would encourage them to carry on to the summit. You would think that going down would be easy but on the steep points it plays havoc on your knees. At least the rain had stopped when we reached the half-way point. Again, we checked in with our Numbers.

As we went further down you could see the street lights of Llanberis so you knew that it would not be long. Walking at a good pace we were making good progress as we approached the final steep bit again, walking on tarmac. It was very steep and again played havoc on our knees but, as we got to the bottom there was a real sense of achievement and powerful emotions – knowing what you had done and why we had done it. There were times when I was struggling mainly due to the weather but I knew my mum was there in spirit pushing me on. When we got back to the hotel we checked in again with our name and Number and received a medal for our efforts.

It was a great night, very satisfying, and I would recommend it to anyone who has the chance of doing it (hopefully with better weather!). After a few days off, it's back to my training for my next walk in June, *the Yorkshire 3 Peaks*.

I would like to thank those who have sponsored me but if you haven't, you can still donate by going to my *justgiving* page:

www.justgiving.com/john-owens10/

or text **MOWE84 (plus amount)** to **70070** or

just let me know and I will add you to my sponsor form.

John Owens
Branch 432 AB Liverpool
EC Member



John, son Mark and nephew Phillip

CONFERENCE DELEGATES 2015

Branch	Delegate
105	Mandy Ambrose
	Kubir Uddin
	Edita Virbinskiene
107	John Lee
109	Oscar Onyemaechi
	Oladimeji Sodunke
111	Adel Mahmoud
	Mustaq Mohammed
116	Nicola Barker-Read
	Carlton Glenn
	Hamid Lubega
123	Ronald Kamyia
	Vincent Payne
130	Omar Al-Amoudi
	Cecil John
137	Rodney Fletcher
	Gurnam Ram
138	Kulwinder Shukla
139	Gerry Malone
201	Janine Cokayne
	Jason Moore
202	Jonathan Manning
215	Pat Rowley
238	Colin Morgan
	Brynley Priddle
	Amanda Wakefield
247	John Newman
	Phillip Robinson
	Phil Stephenson
252	John Harding
	Gloria Martin
	Kenny Robbins
253	Christopher Lay
	Dawn Scott
	Patricia Senkbeil

Branch	Delegate
256	Robert Hillman
	Mark McIntyre
258	Titilayo Adedeji
	Anthony Mansell
273	Huw Forisz
277	Adam Brown
	Terry Povey
301	Imran Hussain
	Christine Marsh
302	Chris Salt
	Inderjit Singh
306	Anna Litera
307	Kevin Clarke
	Ian Haywood
331	Jacqueline Barnwell
332	Marianne Birkin
333	Kashmir Dosanjh
334	Leon Don
335	James Smallwood
336	Krzysztof Kornecki
340	Agnieszka Szadkowska
341	Damian Sawa
347	Mark Brooks
	Ruksana Jacob
	Mark Jayes
350	Paul McGarry
	Tadeusz Hojden
354	Jasvinder Singh Sihota
356	Renata Rurarz
357	Rita Kalnmaile
	Jurgis Saksons
359	Lukasz Bemka
	Colin Hall
364	Safraz Ali
	Mohd Arsad
	Monika Radomska

Branch	Delegate
365	Lee Pepper
367	Anthony Hardy
	Roger Moore
388	David Clarkson
	Dave Stuart
390	Michael Blundred
	Warren Broomhall
	Sean Winfield
392	George Tittensor
393	Daryl Lancaster
404	William McKnight
405	John Bolton
	Peter Fox
	Paul Longden
	Janet Phillips
	John Williams
407	Paul Soul
413	Sharon Bromley
414	Damien Clegg
415	Renella Broxton
	John Charcewycz
	Alan Scott
417	Gary Gallagher
	Andrew Moorhouse
	Clive Priestley
418	John Boyle
	Zane Wells
419	Christopher Hobson
	Shaun Welsby
420	John Leyland
	Roy Prance
423	Jefferson Cook
	Brian Lees
	Mandy Mason
424	John Wade
429	Andrew McDuff
	Sharon Vaughan

CONFERENCE DELEGATES 2015

Branch	Delegate
430	Michael Egan
	John Fitzpatrick
432	James McNiven
	John Owens
450	Phyllis Hession
	Marilyn McCarthy
	Apryl Walcott
451	James Greene
	Anthony Taylor
452	Trevor Cannon
	Simon Coulston
	Harry McGarrigle
456	Stephen Chamley
458	Mark Robertson
459	Alison Burke
	George Lonsdale
	Michael Redshaw
460	Ian Cox
500	Antonia Bruce
503	James Carlin
	Paul Hughes
	Mark Mchugh
504	Steve Nevin
505	Kath Suggett
506	Carole Golightly
508	Monica Currie
509	Alan Potts
510	John Rodden
512	Angelina Libuszowska
515	Radodslaw Garbarz
526	Gary Holliday
529	Elizabeth Dinning
	Rachel Mullen
	Craig Olley
	Stephen Robertson
	Joanne Wilson
531	Lesley Wearden

Branch	Delegate
543	Mark Garlick
	Carlton Thorne
553	Timothy Daltry
555	Patryk Grygorowicz
558	Sean Molloy
	David Ratnik
	Tom Woolley
560	Duncan Dale
561	Wasili Ali
	Stephen Scott
566	Trevor Baxter
	Joe Knapper
	Brian Summerscales
568	Kamran Ali
	Gary Heald
	Peter Pratt
	Banares Saddique
571	Kraig Harrison
577	Michael Mcdonald
	Shirley Mcdonald
580	Keith Hutchinson
	Ruth Marsh
	Graham Melia
	Neil Shackleton
	Angela Shortreed
	Helen Stacey
582	Sarah Woolley
	Adrian Hyde
	Sheila Hyman
	David Lawrence
	Pauline McCarthy
594	Darren Lock
602	Gerry Corbett
623	Gerry Eccles
626	Edward Burke
	William Crean
627	David King

Branch	Delegate
628	Dave Byrne
701	Lawrence Flood
	John Halliday
703	Noel Mullen
	Gavin Whitten
705	Richard McBurney
706	George Brown
707	Andrew Glenn
711	Diarmuid Best
715	Ann McGothigan
716	Carmina Kaszoni
726	Peter Algie
3554	Richard Bentley
	Ben Lee
	Ashley Statham
3579	David Rhodes
	Paul Scothorne
	David Sorby
423S	Sharon Innis
500F	Lorna McKinnon

Please Note:

Delegate List correct as of June 1st 2015
The list is subject to change before Conference.



**97th ANNUAL
CONFERENCE
JUNE 7th – 10th
2015
AT SOUTHPORT**

BFAWU OFFICERS AND REGIONAL ADDRESSES

Head Office (email: info@bfawu.org)

Stanborough House, Great North Road,
Stanborough, Welwyn Garden City,
Hertfordshire AL8 7TA

Tel: 01707 260150/259450

Mr R Draper – General Secretary
email: ronnie.draper@bfawu.org

Mr I Hodson – National President
email: ian.hodson@bfawu.org

Also Credit Union

Tel: 01707 259455
email: admin@bfawucreditunion.co.uk

No 1 Region (email: region1@bfawu.org)

Sinclair House
Unit 9, 66 Willoughby Lane
Tottenham
London N17 0SQ

Tel: 0208 801 0980

Mr S Finn – Regional Officer
Mobile: 07739 326001
email: steve.finn@bfawu.org

Mr F Loveday – Organising Regional Secretary
Mobile: 07739 326002
email: frank.loveday@bfawu.org

Mr D Hunt – Organising Regional Secretary
Mobile: 07793 911326
email: dave.hunt@bfawu.org

No 2 Region (email: region2@bfawu.org)

19a West Bute Street
(Rear) The Courtyard,
The Docks
Cardiff, CF10 5EP

Tel: 02920 481518

Mr D Dash – Regional Officer
Mobile: 07739 326003
email: dave.dash@bfawu.org

Mr G Johnston – Organising Regional Secretary
Mobile: 07739 326005
email: gary.johnston@bfawu.org

Mr J James – Organising Regional Secretary
Mobile: 07739 326004
email: john.james@bfawu.org

No 3 Region (email: region3@bfawu.org)

c/o Thompson's Solicitors
McLaren Building
35 Dale End, Birmingham B4 7LF

Tel: 0121 237 3720

Mr G Atwall – Regional Officer
Mobile: 07739 326009
email: george.atwall@bfawu.org

Mr J Higgins – Organising Regional Secretary
Mobile: 07739 326012
email: john.higgins@bfawu.org

Mr H Rashid – Organising Regional Secretary
Mobile: 07726 902807
email: haroon.rashid@bfawu.org

No 4 Region (email: region4@bfawu.org)

348 Chester Road
Cornbrook,
Manchester
M16 9EZ

Tel: 0161 872 6621

Mr R Streeter – Regional Officer
Mobile: 07739 326011
email: roy.streeter@bfawu.org

Mrs P Nazir – Organising Regional Secretary
Mobile: 07739 326013
email: pauline.nazir@bfawu.org

Mr G Atkinson – Organising Regional Secretary
Mobile: 07834 930002
email: geoff.atkinson@bfawu.org

No 5 Region (email: region5@bfawu.org)

10 Greenside
Pudsey, West Yorkshire
LS28 8PU

Tel: 01132 565925

Mr A Milne – Regional Officer
Mobile: 07739 326014
email: alan.milne@bfawu.org

Mr I Wood – Organising Regional Secretary
Mobile: 07739 326016
email: ian.wood@bfawu.org

Mr S Vickers – Organising Regional Secretary
Mobile: 07739 326017
email: sam.vickers@bfawu.org

No 6 Region (email: region6@bfawu.org)

2 Tower Road
Clondalkin Village
Clondalkin
Dublin 22

Mr J Martin – Organising Regional Secretary
email: john.martin@bfawu.org

No 7 Region (email: region7@bfawu.org)

1st and 2nd Floor
157 Bloomfield Avenue
Belfast
BT5 5AB

Tel: 02890 454242

Ms L Graham – Auxiliary Organising Regional Secretary
Mobile: 07739 326020
email: laura.graham@bfawu.org

JOIN THE BAKERS, FOOD AND ALLIED WORKERS UNION

Application forms from any Shop Steward or, to find out more, complete the form below

WANT TO KNOW MORE?

BAKERS, FOOD & ALLIED WORKERS UNION

FREEPOST RTKG-RJRE-CJAT
Stanborough House
Great North Road
WELWYN GARDEN CITY
AL8 7BR

I would like to know more about the benefits of belonging to the Union:

Name (Block letters)

Address

..... Postcode

Contact Phone Email address

Where employed at present.

Occupation

Signature Date

Please complete details above and hand to your local representative, Branch Official, Regional Office (for addresses see above) or send to Head Office at the FREEPOST address shown.