



**The
One Hundred and Fifth
Annual Conference
Yarnfield 2024**

**Annual Report 2023
and
Treasurer's Report 2023**

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TREASURER'S REPORT

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NATIONAL ISSUES

Membership

Region/Branch	Membership as at:					Annual Difference
	Dec-22	Mar-23	Jun-23	Sep-23	Dec-23	
1	1430	1589	1626	1603	1606	+176
2	1970	2007	2007	1970	2016	+46
3	3792	3687	3629	3694	3801	+9
4	2698	2747	2681	2671	2683	-15
5	4003	4013	4009	3936	3893	-110
7	366	374	380	388	378	+12
Branch 600		0	106	123	170	+170
Branch 601					14	+14
National	14259	14417	14438	14385	14561	+302

Membership throughout 2023

- 2332 people became BFAWU members in 2023.
- 1365 members joined our great union using the *online* joining option.

Communications

TUC Comms Awards

In 2023 we put in nominations in the following categories:

- Best Union Journal
- Best recruitment and organising communication.
- Best use of social media

We didn't win any of the awards, but we got some great feedback!

The Foodworker [BFAWU]

The judges commended the variety of content from conference coverage to articles on the climate crisis to comprehensive info on organising and rights for health and safety reps.

They felt the magazine was aimed more at reps than members and could be improved by tighter editing.



Join Us Now [BFAWU]

Big, bold and brassy!

The judges loved the eye-catching comic book form and commented on the smart use of a QR code. The leaflet conveyed lots of important information, but the judges felt the design was a bit crowded. They also would have liked to see the leaflet inverting superhero gender stereotypes



Advent calendar 2022 BFAWU

Twelve days of Christmas was a cracking concept and really caught the eye. The judges thought this was a good initiative to connect union issues to the holiday season with strong messaging.



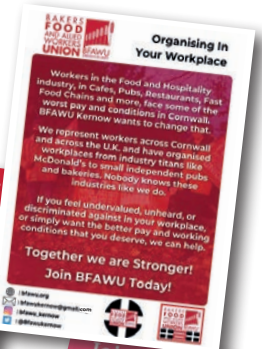
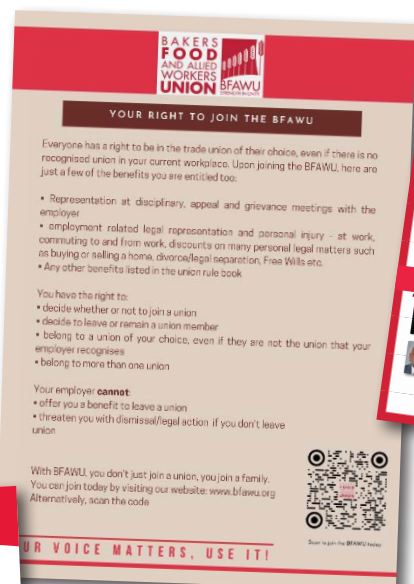
Foodworker



Leaflets

Leaflets and posters help us to portray a message quickly and clearly, they can be used on social media as well as in physical form! Some of our officials and branches have gotten creative in 2022 adding to the fantastic portfolio of leaflets we have available for branches and regions to utilise!





Digital comms

Mail Chimp

We sent 26 all member emails out during 2023.

Alongside that we sent targeted emails to our young members, members who work in McDonalds and attendees of the various Network meetings we run quarterly!

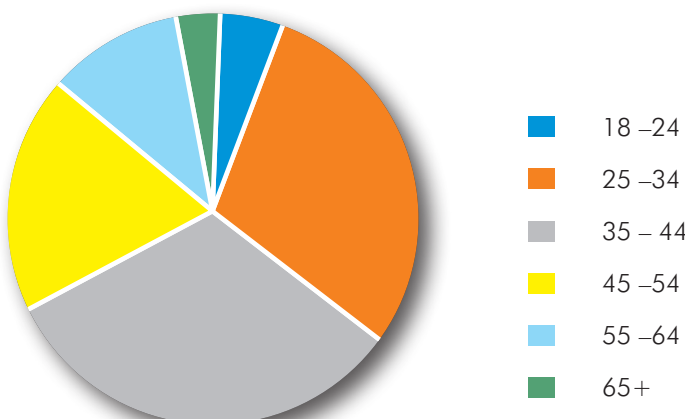
We started the year with **10,222** email addresses and ended the year with **12,941**.

11,569 of those are subscribed to receive our emails, though we know some of those are old, out of date or bounce back when we send them, so *we still have some work to do*.

We have a 38% open rate and an average click rate of 1.7%

33.7% female, 50.5% Male, 0.1% another identity (15.8% unknown)

Age demographic of Mailchimp subscribers



Email engagement

- 17% are highly engaged and often open and click on emails.
- 15% are moderately engaged and sometimes open and click on emails.
- 60 % are not very engaged and rarely open emails

We clearly have some work to do to ensure you aren't missing out on key information because you aren't opening our emails!

BFAWU Twitter – @BFAWUOfficial



- We tweeted 81 times in 2023
- We gained 848 New Followers and now have a total of 6549
- We were mentioned 581 times

Top tweet of 2023



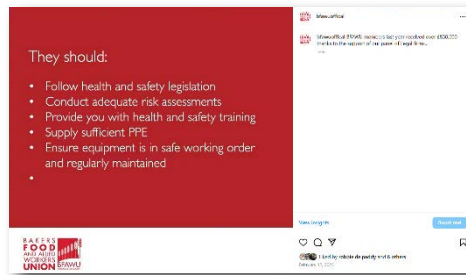
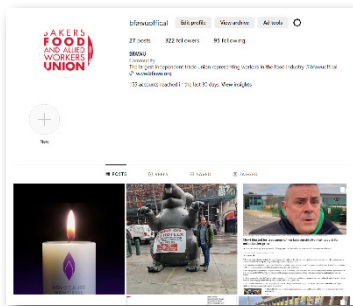
Other National BFAWU Twitter strands:

- Green – @BfawuS
- Members – @BfawuMembers
- Union Learning services – @BFAWULS1
- Young members – @BFAWUyouth

There are many more branch and regional accounts though that are worth a follow!!

BFAWU Instagram @bfawuofficial

We are still learning how to use Instagram but have managed to post 27 times through the year and have 317 followers – we will build on this through 2024!



Find us and give us a follow @bfawuofficial

BFAWU TikTok @bfawu

We have dipped our toe into the world of Tik Tok throughout 2023 We now have 32 followers and have shared 9 videos (we definitely need to up our game!)

Find us and give us a follow @bfawu



BFAWU Facebook @Bakers Food and Allied Workers Union – BFAWU

3089 followers of which 62.1% are men and the largest age group is 25-34 year olds

Other national Facebook pages:

- Womens – bfauwomen
- Young members – BFAWUYoungMembers
- Green – BFAWUGreenstuff/
- Greggs – BFAWUGreggsmembers

There are also branch and regional Facebook pages that you can follow too!



Cyclos

Cyclos are our internal mechanism to send information out, these typically go to branch secretaries, full time officials, The Executive Council and regional clerical staff.

We sent out 15 cyclos this year – mainly standard ones relating to conference or legal requirements. This is an increase on the year before and was complemented with all member emails as well as targeted emails to different groups of members.

Branches have been asked for secondary Cyclo email addresses to ensure nothing is missed if the branch secretary is on holiday!

Cyclo List

- 01.23** Cool It campaign relaunch
- 02.23** Young members representative on the Executive
- 03.23** Nominations of guest and award winners to Conference
- 04.23** Election of delegates to conference
- 05.23** Quarterly branch secretary returns and preliminary agenda
- 05.23** Executive Council elections
- 07.23** Conference arrangements, GFTU courses and Executive Council elections
- 08.23** Reps courses, Shop Steward induction workbook, GDPR and Code of Conduct
- 09.23** Closure of ticket offices
- 10.23** seasonal visas and financial statement
- 11.23** National safety committee reps
- 12.23** Political economy pilot course
- 13.23** TUC equality conference nominations, branch meetings, potential membership, annual conference motions and other reminders
- 14.23** Statement regarding situation in Israel and Palestine
- 15.23** Union contributions and Annual Conference motions

14.23



08.23



13.23



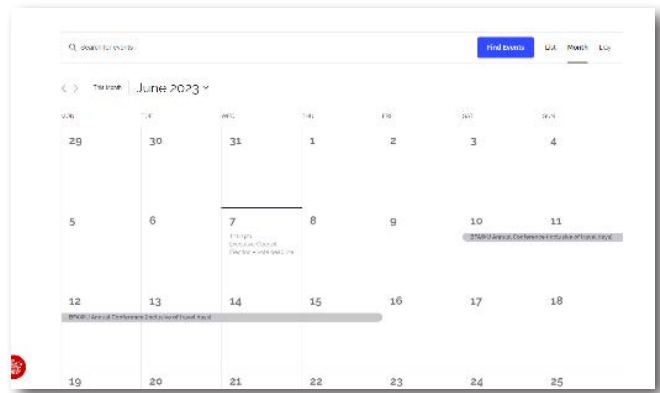
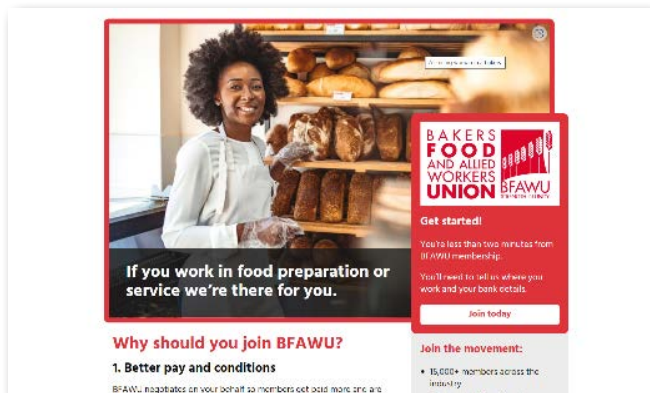
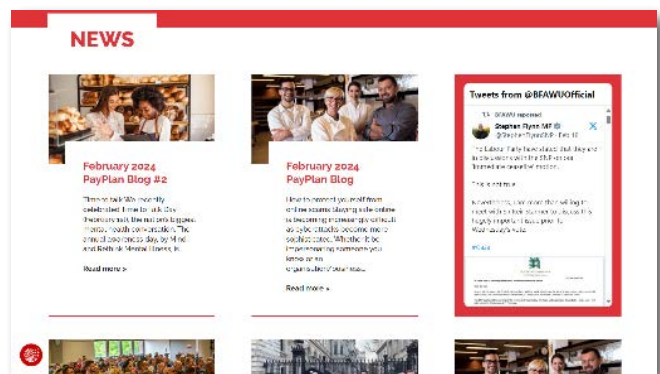
WhatsApp



We are utilising **WhatsApp** more now thanks to the pandemic. There are a number of national reps groups – *Allied*, *Greggs* and *Hovis*, and each district branch now has a WhatsApp group to ensure we are getting information to as many members as possible. Get in touch with your Full-Time official if you are a rep and aren't in either a branch, regional or national WhatsApp group and they will make sure you are added.

Website

We have a range of resources and information on our website, including updated reports and blogs from our Partners, all the union events during the year and much more.



If you haven't visited the website yet you can do so at www.bfawu.org

CONFERENCE MOTIONS 2023

Motions Carried

Carried motions – these are the motions that are voted for at Conference, which means they become part of the Union’s workplan for the following year, change a rule in the rule book or become Union policy.

5 Rule 6

6.1 a) Remove” Funeral Benefit shall also be paid for any one child of a one parent family on the same scale as on death of a Member’s spouse” and replace with:

Funeral benefit shall also be paid for any one child of a ones parent family and normal family with a low income or one of the parents being in a poor state (health issue or unemployed) the same scale on the death of a member’s spouse.

☞ This has been added to the Rule Book

6 Rule 4.1

The National Safety Committee shall consist of two representatives from each Region, one of which must be female it will also include the National President and General Secretary.

The committee will meet 4 times per year two physical and two digital except in exceptional circumstances.

Only Safety representatives who hold the appropriate credentials issued by the BFAWU, Regional council can be Safety Representatives and serve on Regional and National Committees.

AMENDMENT: Replace Paragraph 2 with: ‘after Rule 4.1

☞ This has been added to the Rule Book and implemented in the election process for the 2024 committee

7 14.3

Remove the current rule and replace with the following;

14.3 Union learner Representatives

Each Branch should elect Union Learner Representatives. The Learner Representatives must normally complete a Union Training course in Learner representative skills within 6 months of election. Upon successful completion of this course, they will be issued with Learner Representatives Credentials by the relevant Regional Council.

Regional Councils shall elect two Learner Representative per Region to attend the National Union Learner Representative Committee, one of which must be female plus a substitute.

The role of the National Learner Representatives Committee shall be to discuss the progress of the Union Learner Reps programme/learning activity within the Union/Industries and to make recommendations to the EC on these matters. The National ULR Committee shall not have decision making powers.

The National Learner Representatives Committee shall consist of two representatives from each Region, one of which must be female it will also include the National President and General Secretary plus co-opted members when required.

Only Learner Representatives who hold the appropriate credentials issued by the relevant Regional Council can be Learner Representative under the Rule and serve on Learner Representatives Committees at whatever level.

Meetings of the National Learner Representatives Committee shall be held at least one week prior to the quarterly EC meetings. Two meetings will be physical and two digital except in exceptional circumstances.

National Learner Representative Committee Members will hold office for a period of two years, be eligible for re-election and paid fares and fees as per Regional Council Members. Where a Learner Representative Committee Member is unable to attend a meeting, substitutes are allowed. Each Branch or Regional Council must include on their agenda the item ‘Learning and Training’ to encourage discussion of this important subject.

☞ This has been added to the Rule Book and implemented in the election process for the 2024 committee.

9 5.2

Remove from second line 'the recognized state.'

- ☞ This has been added to the Rule Book

10 Branch 356

This Conference declares that when a person is elected to the EC that should be given training in finance, recruitment, and pensions, and should fully versed in all these matters.

- ☞ This was already in place prior to the motion being passed, an additional day at the first exec meeting in August was added in 2021 and this day is used to introduce The Executive to the role, the Conference workplan based on motions, the documents they work through, their responsibilities and develop ideas they have before starting business.
- ☞ This is complemented through the first year of a new executive by inviting the auditors and other advisors along to meetings to talk them through different areas like the annual accounts, the investments, pensions etc and throughout the term with detailed reports and updates.

12 Branch 432

That this Conference agrees that The Executive Council/ Union look at set payment rate for those members taking strike action. We have seen many members from different unions over the past 12 months who get a set payment while on strike which is some financial comfort to those taking strike action. While we accept this will have a financial impact on the union we are just asking for it to be looked at.

- ☞ There is a national strike fund in the rule book, up to the writing of the annual report document we have done some research on what other unions do of varying size, to then look at which would best fit the BFAWU or if we need to start completely from scratch.

18 Branch 356

That the BFAWU should name and shame any company that pays its workers less than the minimum wage.

- ☞ We keep an eye on the HMRC name and shame lists that have begun again after they stopped for a while, and would ask members to highlight to us if it becomes an issue on their site so we can put out comms around it, just as we have with other issues on pay, terms and conditions and benefits being reduced.

19 Branch 432

That this Conference agrees that we should use whatever means possible to call for the re Nationalization of our railways they are a shambles and possible the worst in Europe.

- ☞ This is a long time policy of the union, we have historically and will continue to campaign and support the work of the rail unions on this issue.

20 Branch 356

The BFAWU calls for action to tackle the deepening cost of living crisis and respect for shopworkers.

- ☞ Usdaw have developed a campaign around keeping shop workers safe. We are looking at this and whether a sperate campaign or one that works with them/ complements theirs is better, we are also involved locally, regionally and nationally in health and safety discussions at Greggs where our biggest number of retail members work to ensure safety measures are increased where needed.
- ☞ We have put information in the Foodworker to support members with rising utility bills and are working through the TUC and other organisations to push back on the cost of living crisis and challenge the Governments lack of action around it, most recently signing up to the Economic change units letter to the Chancellor prior to the March Budget.

22 Branch 356

This union should affiliate on a national level to the Peace and Justice Project.

- ☞ We have affiliated nationally since 2021/2022.

23 EC

Conference condemns the continued political and physical attacks on refugees, asylum seekers and others without their status in the UK. Conference accepts that many people, even with the right to work, are often in precarious situations due to their immigration status. Conference reaffirms the right of all workers to employment which is safe and secure and have access to justice against labour exploitation in workplaces.

We believe that migrants who are undocumented and working in the UK have the right to join trade unions and be protected from exploitation and modern slavery. To this end, Conference supports the call made by a number of migrant bodies, anti-racist, poverty eradication groups and others that all undocumented and people with insecure immigration status residing in the UK should be granted indefinite leave to remain.'

We resolve to sign up to statusnow4all, and our Union to become an organisation signatory and encourage our branches to join the growing coalition of organisations calling for the United Kingdom to act NOW and grant #LeaveToRemain to all undocumented migrant people.

Support all future petitions that promote the statusnow4all call and the aims and objectives of StatusNow4All <https://statusnow4all.org/about-status-now/>

- ☞ We have publically supported Status Now, talking at their fringe meeting at the TUC and keeping in touch with PCS who have worked more closely with them too and are looking at next steps, how trade unions can support those with no recourse to public funds and no right to work as well as factoring that into campaigns like **Right to Food**.

24 EC

Conference notes with concern reports in the Sunday Times on the 15th January 2023 suggesting that, at a time of an acute cost of living crisis for households with food inflation running at over 14 per cent, UK supermarkets are set to announce higher than anticipated profits;

Further notes that Tesco alone is set to forecast increased operating profits of nearly £2.5 billion, significantly above its five-yearly average;

Shares the reported fears of industry insiders that the supermarket giants are benefitting from so-called “rocket and feather” pricing, where prices rise sharply in response to an inflationary spike, only to remain persistently higher than necessary as the rate of inflation falls;

Is scandalised that corporate shareholders should be making excessive profits and more and more households are forced to use foodbanks;

Remains concerned that, despite these rocketing profits, the big retailers in the food and drink sector continue to place undue commercial pressures on their suppliers, leading to a further squeeze on the terms and conditions of workers across the food sector, and more suppliers closing sites or going into administration;

Notes that food workers, like other low paid groups in society, are disproportionately impacted by the relentless increase in grocery prices;

Conference therefore instructs The Executive of the Bakers, Food and Allied Workers union to call for urgent regulatory action to tackle the plague of excessive corporate profiteering by the UK supermarkets, and urges the government to introduce a statutory Right to Food for everyone in our country.

- ☞ This has been raised with our Parliamentary group, we have given evidence at a select committee who are looking into how fair the supply chain is, and have built upon the right to food campaign by creating the Food and Work network which continues to grow and look at alternative models to the current food industry structure.

26 Branch 405

That this Conference congratulates Our Union Towns Project on winning new deals for workers in the Fast Food and Hospitality sector. Such as the Victory achieved at Cutlery Works, that won a 45% pay increase and abolition of Zero Hour Contracts and Youth Rates.

- ☞ The Campaign that launched both McStrike and Spoonstrike have shown with dedicated organising strategy and methods, that no area is un-organisable.
- ☞ Branch 405 asks that the EC looks at the model and how it can be adapted into building a sustainable union that delivers across both organised and unorganised sectors that we are involved in. Now is the time to put structures in place to build our mighty BFAWU, that will be here to build workers power for the next 175 years.
- ☞ The unions towns model needs to be looked at in depth, to determine what has been successful and what hasn't through the project, decide prior to that what success looks like, what members have been made where and where have branch structures been created and membership levels held.

27 Branch 356

The BFAWU should commit into issuing recruitment materials in the hospitality sector to all parts of our union with a view of building up our membership within that sector.

- ☞ We believe that our leaflet around the benefits of joining the BFAWU covers multiple sectors and they are being used outside of traditional BFAWU sites effectively.

28 Branch 500

That this Conference agrees that we must increase use of social media outlets as a way of increasing membership. Any posts that mention BFAWU or campaign work by the union should be shared, or tagged fellow members and colleagues, to improve visibility on social media.

- ☞ We have made a conscious effort to share branch and regional posts as national officers and where possible through the BFAWU pages, and are in the process of compiling a list of all the groups, pages and accounts tied into BFAWU so that we can push them out to members and reps and encouraged likes and shares that way too.

29 Branch 356

As we are a union that operates in a sector of industry that has a high level of migrant labour, we consider it a priority in building our union to have leaflets in languages other than English.

- ☞ We already have leaflets in multiple languages, a variety of them that have been translated over the years, we have asked what current languages are needed and have had little response back, but where we have local examples have translated leaflets on a case by case basis.

30 Branch 405

That this Conference agrees 'The future of the BFAWU' is dependent on delivering for members and building workers power in the food industry.

Organising is the key to winning, be it around Health & Safety or Terms and Conditions. Our union must put in place a structure that delivers these objectives. This means we need to have an organising team for co-ordinating across the union.

The loss of membership would suggest the old ways are not working, and we need a fresh approach to building a sustainable union that delivers for food workers across the UK.

- ☞ We have an organising core group who meet to look at organising campaigns, this could be developed further The shop stewards induction booklet focuses on conversations and organising to get reps off to a running start and there is a focus on the fact that it is everyone's responsibility to organise. We have sourced funding through the Rosa Luxembourg Foundation to run Political Economy Courses which include a section on organising and organising conversations with follow up sessions included in the courses and are once again encouraging BFAWU reps to attend the digital Organising for Power course that is being run in 2024

33 Branch 558

That this Conference agrees to encourage the use of the Brown Book and work to get it married into the Health & Safety act of 1974

- ☞ There is a digital copy of the brown book on the BFAWU website and we will ensure that this is circulated to health and safety reps via circular periodically throughout the year, so that all health and safety reps have it reminded to them. We are looking at physical versions and costing branded ones up.

34 Branch 405

That this Conference agrees that we lobby the government that all new estates that are built, are built with their own green renewable energy supply from either wind power, Solar Power, Hydroelectric or Geothermal.

All which would be connected to a universal battery to store power for the dark and cold evenings, for that estate. Thus keeping the carbon footprint at a minimum.

- ☞ We have passed this onto our Parliamentary group

35 Branch 568

This Conference agrees that assisted euthanasia be allowed in extreme circumstances of illness, and of course is not considered to be a criminal record.

- ☞ We are still in the process of working out how to action this motion in a sensitive way, though we have passed it onto our Parliamentary group

36 Branch 356

This union should make it a priority in supporting our comrades with mental health issues.

- ☞ We have added information to the website to signpost members and reps to support if they need it, we are working with an employer so that we can utilise some of their prepared resources on burnout for our reps, and putting together a best practice guide which includes the importance of having regular reps meetings. In the past we have looked at sourcing counselling and offloading mechanisms for reps, however we haven't yet found something that fits with the BFAWU that work continues.

38 Region 4

That this Conference agrees to call upon the Government to work with the N.H.S to set up Non-Medical practitioner- led prostrate cancer clinics and to fund prostrate cancer research screening as a matter of urgency

- ☞ We have passed this onto our Parliamentary group

39 Branch 356

We as a conference say that those who are suffering from long term COVID should be given support in dealing with this by the government.

- ☞ We have passed this to the Parliamentary group

42 Branch 390

This Conference agrees that temporary/fixed term employees are being denied permanent contracts, and the associated rights, in our industry by being dismissed before they have completed two years continuous employment.

- ☞ This is a tactic used deliberately by companies to prevent employees achieving two years' service and getting their legal rights to claim unfair dismissal and redundancy pay. In an effort to deter this practise, we agree that full employment rights should be given after one year's continuous service. To achieve this we will instruct our parliamentary group to lobby for this change to the Employment Rights Act.
- ☞ We have passed this onto our Parliamentary group and are in the process of developing a campaign around the importance of those on temporary/fixed term workers joining the union as well as agency workers.

43 Branch 558

That this Conference agrees that trade unions oppose fire & rehire, advancing to bring in a forum of consultation that creates win-win, which is then used as a blueprint going forward. A code of practise and guidance cemented by the constitution and employment law.

- ☞ We are supporting Barry Gardiner MPs campaign in this area, it is on our Parliamentary groups agenda and we are keeping an eye on progress in this area, including the ACAS plans for the future and the Governments guidelines, feeding in where we are able to with our thoughts and policy on behalf of members

45 Branch 582

That this Conference agrees that decisions made at every level of each company should be totally transparent so there's no hidden agendas for both union and company management to negotiate and work together for the benefit of all

- ☞ We are looking at what other unions/sectors have in place in order to create a best practice document that showcases best practice along with a how to get there guide

47 Branch 253

This Conference agrees to work with members of the union and their employers, to look at ways of reducing undue stress and pressure in the workplace, and restoring a work life balance

- ☞ We will as part of our calendar of surveys, survey members to gauge where there are pockets of undue stress and pressure in the workplace. We are sourcing information in order to create a guide for reps on dealing with this issue and we have updated information available on the website to ensure there is signposting information available for members and reps to seek support

49 Branch 558

That this Conference agrees that terms and conditions are not for sale to the highest bidder, within pay negotiations, thus setting a benchmark post BREXIT This should be then aligned to TUC policy and made a National Code of Practice for all trade unions.

- ☞ We will contact the TUC regarding a code of practice and to confirm policy in this area.

50 Branch 356

The BFAWU should be committed to Lobbying the Government to strengthen the Agency Workers Regulations, to prevent employers from introducing "At Will" contracts by the back door.

- ☞ We have passed this onto our Parliamentary group and are sourcing information to put together a guide for members and reps around their rights in this area

51 Branch 500

That this Conference agrees that Defibrillator are in all workplaces and in public places where there is easy access to this life saving piece of kit. In both instances of workplace and public places where the defibrillators are situated there is a core group of people fully trained, and updated yearly, in the use of such an important piece of life saving machinery.

- ☞ Ensure all branches have defibs on site/in workplaces on their H&S meeting agendas at all levels, should it become apparent that this is not the case, we will launch a campaign to highlight the need for them and the importance of challenging workplaces that don't have them.

52 Branch 558

That this Conference agrees to stop the discrimination within companies policies against unvaccinated workers, it is a basic human right to have a choice and make a decision without the pressure of the worlds chemical production suppliers increasing their profits and bullying politicians to get their wares out on the street.

☞ We have looked into whether any employers where we have members have discriminated against unvaccinated people and haven't had any confirmation up to the point of this update of it happening in our industry. Should we do so we will seek advice from the Solicitors around what can be done, if anything

54 Branch 558

That this Conference agrees that companies who deliberately target the elected representatives of a trade union are publicly shamed.

☞ Compile a list where this has happened, including details of how and putting together information for reps about their rights in situations like these.

55 Branch 500

That this Conference agrees to ensure any worker working in late night premises are given a lift home from their employer or there is a taxi account set up to ensure workers get home safely outside of train and bus times.

☞ Branches should have this on their Health and Safety meeting agenda's, we have looked at Unite's 'get home safe' campaign and how that can be incorporated into the work we do and will utilise resources already in circulation to put together a guide for reps and members around their rights.

57 Branch 500

That this Conference agrees that the financial mismanagement of employers, who knowingly leave their loyal employees high and dry with no pay, redundancy, or other agreed payment through the consultation process, are held to account through legislation that ensures that they are not fit and proper to take ownership/directorship of a company again. The impact this has on so many working families, especially during a cost-of-living crisis is further compounded by having to apply to government to access statutory redundancy, whilst owners and directors pay themselves bonuses before disappearing leaving a trail of destruction behind them.

☞ We are in the process of putting together a list of employers who have done this, have done some work with the TUC and more recently Novara Media. We created a guide with Unity Consulting last year and will update this when it is needed and have reached out to other unions such as Unison NW who have had similar experiences.

58 Branch 500

That this Conference agrees that the spike in holiday prices is curbed during school holidays. This makes it unaffordable to families to take their children away during this special family time.

☞ We have passed this onto our Parliamentary group and are looking to develop a campaign around this.

59 Branch 405

That this Conference agrees to demand the government raises the payment levy for the Feed-in Tariff from the energy companies as we believe these companies are now stealing from us, due to the energy crisis. As we have paid for the solar panels and the energy companies are not passing on the profits, they are making from the excess energy that is being produced.

These companies have put their charges up by over 82% in the last 12 months, and a further rise planned in April 2023 of 20%. This information is from the Houses of Parliament Library published Friday 25th November 2022.

☞ We have passed this onto our Parliamentary group

61 Branch 356

The BFAWU is committed to ending the bank and building society overdraft changes that came into effect in April 2020. We say that finance companies should act within the spirit of the regulator's 2019 ruling that banned fixed overdraft fees so they cannot charge higher and higher prices for any unarranged overdrafts than for arranged overdrafts.

☞ We have passed this onto our Parliamentary group and are sourcing information to put together a guide for members and reps around their rights in this area.

63 Branch 356

The BFAWU demands the abolition of Section 21 of the 1988 Housing Act thereby putting an end to 'No Fault' evictions which is the number one reason for homelessness in the UK.

- ☞ We have passed this onto our Parliamentary group and are sourcing information to put together a guide for members and reps around their rights in this area and have had conversations with Acorn the renters union about working together better too.

65 Branch 390

This Conference agrees that public bus transport should be a cheap and effective way for people to avoid having to use private cars. As such we ask our parliamentary group to lobby that the price cap of £2 per single journey that is scheduled to be introduced from 01/01/2023 to 31/03/2023 be made permanent. This scheme should also be nationwide, not limited to only some companies.

- ☞ We have passed this onto our Parliamentary group and are working with the Better buses for all campaign

66 Branch 500

That this Conference agrees that free transport be available from the age of 16- to 25-year-old for all. This would take in trains, buses, subway.

Given that this age bracket is often discriminated against in terms of youth rates and apprenticeship pay, this would ensure that this age group could attend studies or work.

- ☞ We have passed this onto our Parliamentary group and are working with the Better buses for all campaign.

67 Branch 356

This Conference says that with Britain being the 5 richest country in the world we demand that the government should end homelessness forthwith.

- ☞ We have passed this onto our Parliamentary group and have looked into organisations that support those who are homeless.

68 Branch 580

That this Conference agrees cyclists using mobile phones while driving/riding should have penalties just as car users do.

- ☞ We have passed this onto our Parliamentary group.

69 Branch 405

That this Conference agrees to work with the Parliamentary group and any other interested parties. To ensure that private security firms are never given the power of arrest, as this would lead to the creation of private police forces in this country. Something that must be resisted.

- ☞ We have passed this onto our Parliamentary group.

71 Branch 580

That this Conference agree bikes with motors should not be used on paths, as they pose more danger than push bikes.

- ☞ We have passed this onto our Parliamentary group.

73 Branch 568

This Conference agrees that speeding fines should be increased dramatically, but only for excessive and dangerous speed, for instance 20 miles over the legislated limit. If there was say, minimum £300.00, this would hopefully reduce accidents, and not reward insurance companies. Insurance companies overuse the points system to charge people excessive premiums.

- ☞ We have passed this onto our Parliamentary group.

74 Branch 580

That this Conference agrees motorised scooters need some regulations on who and where they should be ridden, they are not toys and can kill.

- ☞ We have passed this onto our Parliamentary group.

75 Branch 356

That the BFAWU acknowledges that Migrant workers are often subject to discrimination in the workplace, and we should see this is an equalities issue which should be addressed when it comes to shaping our policies.

- ☞ We are looking to set up a migrant workers network to feed into the work we do as a union, we surveyed members when the NHS surcharge and Visa changes were being spoken about to try and find out what other key issues we could focus on, but unfortunately didn't get enough of a response to the survey to develop a viable plan.

76 Branch 568

This Conference agrees that bus passes for pensioners can be used at any time, and not just at weekends and off-peak periods. We have many over 65s who still work or may have hospital appointments.

- ☞ We have passed this onto our Parliamentary group.

77 Branch 356

The BFAWU says that those affected by domestic abuse should be allowed to take paid sick leave.

- ☞ All branches should have domestic abuse on the agenda when meeting management, we have adopted a policy internally as the BFAWU and have created a template policy from this for reps to use when raising the issue at work.

78 Branch 568

This Conference agrees that ladies reaching menopause should be treated sympathetically under the discrimination act. As this can in some cases have an extreme effect on capability, your mental, and your physical wellbeing. Time off may have to be taken, or workload assessed. This should have no detrimental effect to your record.

- ☞ We are compiling through the Women’s Network various Menopause policies that employers have in place as well as template ones from other unions in order to create a template of our own for branches use.
- ☞ All branches should have the menopause as an agenda item on their meetings with management to enable discussions to occur.

79 Branch 356

The BFAWU says that it must be a legal right for disabled people to have a space on buses.

- ☞ We have passed this onto our Parliamentary group, and are in the process of researching whether this is something that has been raised through the TUC disabled workers committee.

81 Branch 356

This union should be a union for the 21st century union and therefore should promote issues surrounding the LGBT community. This includes giving training around LGBT rights at work and other issues to all our shop stewards and Full Time Officers.

- ☞ We have added an LGBTQ+ network to the quarterly network meetings so that members can join and raise issues that affect them and feed into the campaigns and resources that are needed rather than us presume them. The notes from these meetings can be found on the website as can a number of resources.

82 EC

This Conference believes that the UK state pension must be sufficient to meet the needs of a retired population who can no longer rely on secure work and occupational pensions to supplement what is one of the lowest state pensions in the world’s developed economies.

The trade union movement, which represents tomorrow’s pensioners, should be at the forefront of a campaign to provide a better state pension. While we continue the fight to defend and improve workplace pensions, we must unite with other union organisations and the National Pensioners Convention to fight a vigorous campaign for a Living State Pension.

The basic state pension should be set at 70% of the living wage (outside London rate) and above the official poverty level. This is currently £242.55 a week in 2022. This should be paid to all men and women, regardless of their National Insurance contributions.

Every year the state pension should rise in line with the best of earnings, the Consumer Price Index, the Retail Price Index, or 2.5%.

Solidarity with the National Pensioners’ Convention!

- ☞ Pensions are something that we haven’t done enough work on over the last few years, however we will utilise the resources of the NPC and do more work on raising the awareness of the importance of pensions and being able to afford to retire.

83 Branch 558

That this Conference agrees that the success of last year’s format of classroom education is to carrying on for future conferences.

Educating delegates and equipping them with the knowledge and know-how of how to go about their business in the correct manner.

- ☞ This has been and will continue to be worked into our Conference agenda.

84 Branch 390

This Conference believes that learning is a vital tool in improving our members’ lives. As such we will instruct our Parliamentary Group to lobby for the reintroduction of the Union Learning Fund which was closed by the conservative government in 2021

- ☞ We have raised this with our Parliamentary Group and have been clear that it should be included in manifestos of parties who seek our support in the upcoming general election.

85 Branch 500

That this Conference offers bespoke support to branch reps, FTOs and learning organisers who find themselves dealing with members who confide in them with examples of domestic abuse, sexual abuse, attempted suicide and other such examples of members dealing with desperate circumstances. It is not enough to signpost members to the Police to deal with, given that they have recently been in the news for employing people who have been the perpetrators of such acts.

- ☞ We are looking at a number of different options to develop a programme of support for reps who are dealing with complex cases, FTOs currently have this through their employment via Canada Life. In the past we have looked at sourcing counselling and offloading mechanisms for reps, however we haven't yet found something that fits, so work continues.

90 Branch 405

That this Conference agrees to campaign for and work with all interested parties, to prevent or outlaw any party in government from changing their leader for their own convenience; without calling for a general election.

- ☞ We have passed this onto the BFAWU Parliamentary Group.

94 Branch 356

That this Conference says that those who are fleeing war or persecution should be welcomed and granted asylum in the United Kingdom.

- ☞ We are in the process of putting together a statement on the situation to inform members and make clear the unions position.

95 Branch 356

This Conference says that Britain should cancel all weapons sales to Israel and that the BFAWU reaffirms its support for Palestinian people in their fight for self-determination.

- ☞ We are in the process of putting together an updated statement on the situation after our initial one in early November to inform members and make clear the unions position.

96 Branch 356

This Union should support ending sweatshops both here and abroad and the companies who profit from them.

- ☞ We are in the process of putting together a statement on the situation to inform members and make clear the unions position.

98 EC

This Conference notes the ongoing revolutionary uprising in Iran, spearheaded by women and young people. Sparked by protests against the death of Mahsa Amini, the uprising foregrounds issues of women's rights and opposition to gender apartheid, but also raises issues of social freedom and equality, with people demanding the right to democratically determine their future through their own councils and direct representatives.

This Conference also notes the workers' protests and strikes, involving teachers; nurses; oil, gas and petrochemical workers; steel workers; Haft Tapeh sugar cane workers, and many others. Despite decades of repression, war, and bearing the brunt of economic sanctions, workers in Iran have continued their tradition of militant action and struggled for recognition of the right to form their own independent organisations and to strike.

This Conference further notes the recent establishment of Solidarity with the Iranian Workers' Movement, chaired by John McDonnell MP.

This Conference believes international solidarity with all working-class and democratic struggles for freedom is a core labour movement principle, and supports the struggles of Iran's workers, women, and youth against the Islamic Republic.

This Conference in support of the workers' movement in Iran therefore resolves:

- *To support work of the Committee for Solidarity with the Iranian Workers' Movement, circulate its materials to members, and invite a speaker from the committee to a future meeting*
- *To promote local mobilisations in support of the uprising in Iran to members, and organise a distinct, visible trade union presence on such mobilisations*
- *To mobilise support at national level*
- *To specifically support workers' struggles in our sector in Iran, and aim to make direct links with the workers involved if possible*
- *To request that the national union audits whether we organise workers at companies or in supply chains that have economic interests in Iran or ties to the Islamic Republic, to establish whether action by our members could directly aid workers' struggles in Iran*
- *To condemn the arrest of protestors, and the executions of Mohsen Shekari and Majidreza Rahnavard.*

- ☞ We sent a message of solidarity to the Iranian Workers movement, and are kept in the loop with developments. We condemn the arrests of the protestors and are looking at how we build up further links with food workers and other unions and organisations who are supporting the movement too.

102 Branch 356

Since the arrest of Andrew Tate, we as union should call upon all unions to campaign against the propagandising of gross misogyny online.

- ☞ We are working with other unions via the TUC and GFTU on this area and are developing a guide via the Anti Far Right training resources the TUC have developed for reps and members .

Composite 1

The BFAWU calls on this Conference to organise with other Trades Unions for a General Strike, all unions and the TUC need to come together in a general strike to demand an end to austerity.

This conference also agrees that all anti-Trade Union Legislation is repealed and to have the minimum wage increased to £15 per hour.

Our parliamentary group and any other interested parties work to make the abolition of all anti-trade union laws happen.

- ☞ We attended the TUC special conference in December 2023 and support the Campaign for Trade Union Freedom, Strike Map and GFTUs strategy based on the motion passed at the conference to push back against the MSL legislation. We are also in conversations with other unions about direct action that will be needed should a worker be dismissed due to the MSL legislation.

Composite 2

The BFAWU is committed to ensure the BFAWU campaigns and fights against any changes to employment and social rights which could have a detrimental impact on our members.

We as a union and membership should in the strongest terms fight any attacks on our trade union rights. Time and time again this tory government is attacking us to stifle us, and it must stop. The right to protest is enshrined in international law and this conference condemns the government's attempt to clamp down on it.

Conference agrees to work with all interested parties and our parliamentary group, to prevent the new anti-protest legislation, and to campaign for the removal of these anti-protest laws.

- ☞ We attended the TUC special conference in December 2023 and support the Campaign for Trade Union Freedom, Strike Map and GFTUs strategy based on the motion passed at the conference to push back against the MSL legislation.

Composite 3

The BFAWU condemns how the energy companies have been making record profits and giving out historical high dividends to shareholders, while working class people including pensioners are afraid to turn on the heating. We as a union call for the immediate renationalisation of all providers and presses the government of the day to do a U-turn on the cost of energy prices, and to bring them back to the level of 2020's costs and that energy companies reduce profits and pass savings onto the consumer. So that vulnerable people wouldn't have to choose between having to eat or heat.

- ☞ We have passed our position onto our Parliamentary group to feed into the work of the MPs in the group.

Composite 4

This conference condemns the Governments legislation that restricts workers right to withdraw their labour. All unions should stand as one to defend and further attacks on our right to strike and campaign to remove many of the restrictions already in place against our freedom to take industrial action.

Conference therefore agrees to call upon the Trade Unions Parliamentary Group to oppose the anti-strike legislation (Minimum Service Level Bill) as the impact of this bill could mean that Employers are able to effectively disregard strike action and representatives dismissed for taking strike action

- ☞ We attended the TUC special conference in December 2023 and support the Campaign for Trade Union Freedom, Strike Map and GFTUs strategy based on the motion passed at the conference to push back against the MSL legislation.

Composite 5

The BFAWU is committed to giving support for the working class and indigenous peoples of Latin America and their unions, furthermore, the BFAWU should join in campaigning for the defence of peace, human rights and social justice in Columbia.

- ☞ We are in the process of putting a statement together



Motions Remitted

Remitted – this means that the mover is asked to take back the motion to resubmit, usually due to the wider impact it can have on the union, they will either bring the motion back the year after or The Executive will do some work around the content of the motion.

31 Branch 356

This Conference says that since we have multiple Eastern European shop stewards in our union, we should make sure we have courses that are tailored towards them.

- ☞ We are looking at access to ESOL courses to help support reps to deal with documents and meetings that will likely be held in English, L.Bemka has developed a Polish version of the reps courses, but we haven't yet piloted it and will likely struggle to do similar for every language that we would need.

53 Branch 568

This Conference agrees that zero hours contracts be outlawed, and all contract are given a minimum weekly rate. This could be as little as 10 hrs, then at least all workers would not have the same financial worry, and businesses would find it far easier to fill vacancies. This would apply to agency workers, which may encourage employers to source directly.

- ☞ We have made it clear to the Labour Party and to our Parliamentary group that Zero Hours contract should be banned and that contracted jobs should be used, we are reluctant to put a specific example of hours as it is likely that would then be used when a higher-houred contract could/should be.

56 Branch 582

This Conference agrees that more flexibility in the workplace should be allowed, giving employees and their union representatives a chance to look at an opportunity to work shorter or a more favourable working week.

- ☞ We would always push for a shorter working week, but without members losing money or having their hours squashed together leading to longer shifts over fewer days as a result.



CAMPAIGNS/PROJECTS

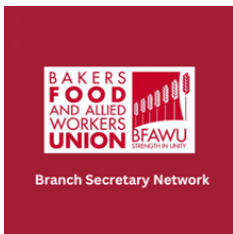
Network Meetings

Take up of the Network meetings created out of conversations held at Annual Conference has been slow, however the discussions that have been held within the meetings have been important in helping to identify campaign possibilities, policy gaps and educational needs for the wider membership. At the same time, we are empowering our members and activists to come forward from under-represented groups to have a voice in their union that may not be heard through our traditional channels.

Below is a summary of some of the discussions in 2023, we now have 8 different groups covering Women, BAME, LGBTQ+ and Retired members, branch secretary, Green and union learner reps and the list is growing!

Meetings are held in the months of January, April, July and October. They have been held at 6.00pm but in 2024 we will be trialling different times of day too, to see if others can get involved.

All reports of meetings are published on the BFAWU website.



Branch Secretary



We spoke a lot about district branches, how they are not workplace branches and therefore cannot be run as such – members within them are disparate and often alone in their workplace with no rep or other BFAWU members and no idea who to talk to.

The discussion led to a project being run to engage with district branch members, getting them into WhatsApp groups to share information and engaging with supporters when asked for organising their workplace.



Keeping membership details up to date and having email addresses for members to keep them informed and be in order for postal ballots is key.

Policies such as Drug and Alcohol were shared and it was suggested the BFAWU should have a template, best practice one – that is being worked on

Difficulty in getting people to attend and engage with branch meetings – any best practice around this would be gratefully received and the importance of having facilities in the workplace to be able to fulfil the role.



Green Reps

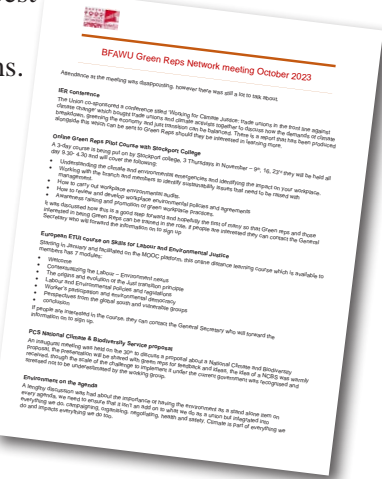


Online trial Green Reps course being run by Stockport college was a huge step forward and began with a conversation with our union to spark the idea.

A number of initiatives have been run from organisations like the Institute of employment rights and PCS that we have been involved with as a union.

Having the environment as a stand-alone item on every agenda, we need to ensure that it isn't an add on to what we do as a union but integrated into everything we do, campaigning, organising, negotiating, health and safety. Climate is part of everything we do and impacts everything we do too.

There are lots of great things happening in branches, but we aren't hearing about them, perhaps there should be a stand-alone item at regional council meetings so that we can begin to share best practice around the branches and regions.

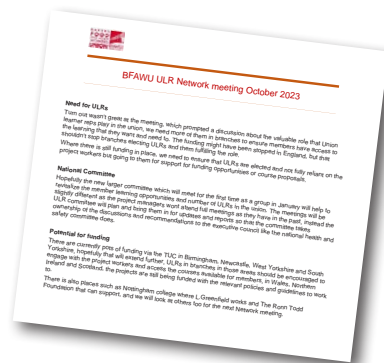




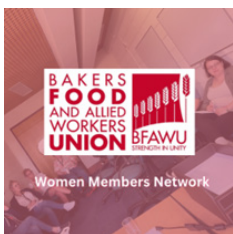
Union Learner Reps



We recognise the valuable role that Union Learner Reps (ULRs) play in the union – we need more of them in branches to ensure members have access to the learning that they want and need. The funding might have been stopped in England, but that shouldn't stop branches electing active ULRs. Where there is still funding in place, we need to ensure that ULRs are elected and not fully reliant on the project workers but going to them for support for funding opportunities or course proposals



There are currently pots of funding via the TUC in Birmingham, Newcastle, West Yorkshire and South Yorkshire, hopefully that will extend further, ULRs in branches in those areas should be encouraged to engage with the project workers and access the courses available for members. In Wales, Northern Ireland and Scotland, the projects are still being funded with the relevant policies and guidelines. There is also places such as Nottingham College (where L.Greenfield works) and The Ron Todd Foundation that can support us, and we will look at others too for the next Network meeting.



Womens Network



Discussed WASPI women and heard an update on where the campaign is was requested as it is a while since we heard from them. Unpaid care work impacts millions of people, disproportionately women, who tend to have responsibility for children, parents and other family members.

Carers, especially kinship ones don't have the same rights as parents, employers have been known to discipline people for taking time off to care for sick parents in law, or don't recognise that taking on a family member's child leads to the same issues as having your own children.

A discussion was had about how we can look at supporting carers more as a union, developing policy to protect time off and the right to return as those on maternity leave have, how we ensure that our members who need to take extended time off for caring duties, don't end up falling into arrears as a result, and whether as a union we could create a carers network so support is still there even when someone isn't at work



A discussion was had about how we can keep those who are nearing, or have retired actively involved in the union, whether we could set up a mentoring programme, where these activists who have an abundance of experience and knowledge can support younger more inexperienced activists in their journey in the BFAWU and wider movement.

From discussions at the network meetings internally the BFAWU has agreed to a **domestic violence and abuse policy**, the policy is attached to these notes and is encouraged to be used as a template for branches to approach their own employers with to begin discussions where similar policies and procedures do not currently exist.

A lengthy discussion was had around the rule changes of Universal Credit, which led to information being included in the Foodworker for members to see and be able to understand them and their impact.

There was a discussion around the unions position on decriminalising the sex industry, it wasn't thought that there was conference policy on it, but we have supported workers in Bristol and other cities when campaigns have been run to protect venues, keep them open and not criminalise the workers within them.

The discussion covered the fact that there is a Nordic Model and a full decriminalisation model and how we need to be clear about which position we have as a union as there is still a huge lack of understanding. It was agreed we should be led by the membership, and learn from them, it was suggested that a motion to conference on the subject should be submitted so the debate could be had. The union is here to protect all workers, and no one should be criminalised for trying to earn a living.

Health and Safety Committee

New posters were developed for the Health and Safety Reps' role and the documents that the Food and Drink Manufacture Health and Safety Forum were encouraged to be used by branches and the union generally to be able to challenge employers who sit on the FDMF board but haven't put the agreed processes in place.

An animation on maximum working temperatures was created and circulated at the beginning of the year as well as updated Cool-It Campaign literature, which now incorporates the climate crisis and the menopause and included a survey for members to fill out about the situation in their workplaces.

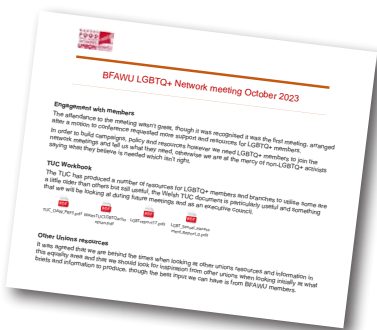
The National Committee developed a motion to conference which was adopted by the Executive Council to expand the committee so that there would be two people from each region, one male and one female to ensure that issues like menopause and sexual harassment are discussed, and that 2 meetings in the year would be physical and two digital – this was passed at conference which is fantastic.

- **Mental Health First Aiders** was a running theme during the year, some companies putting them in place and using managers to fulfil the role, others putting preventative measures in place and choosing not to have MHFA in place.
- The Committee got involved with an organisation called **Heat Strike** during the year, there is some information from the campaign in delegate packs!
- A **Health and Safety Survey** was circulated after conference in 2023 to aid the new national committee with focus points for 2024, take up was slow but along with the issues raised at regional councils a plan has been developed!
- **Menopause policies** were discussed at a number of regions and the October Committee meeting, and the union has developed a template policy and resources for branches to use.

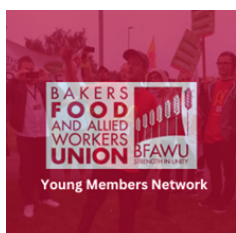
Concerns were raised throughout the year by the committee on the lack of Health and Safety reps in the union – especially female ones – and even where there were reps, the lack of committee meetings and utilisation of the **Brown Book**.



LGBTQ+



Retired Members



Young Members



BAME Network



Environment

We have been involved in the IER work on Climate change, speaking at the launch of the report 'Working for climate Justice'.



We have been working with TPOLS around sustainable Palm Oil and looking at the other end of the supply chain in that area.

Some of our activists were interviewed by S.Tunnok from UCU around current learning around the environment and what employers are doing,

J.Fox has continued his work with MEEN and we had activists attend the pilot Green Reps course that was run by Stockport College towards the end of the year.



ULR Committees



BFAWU Learning Project Wales

In Wales, the BFAWU have an established learning project in place which helps hundreds of individuals each year by providing access to training courses.

Funding for the project comes via Welsh Government and is known as the *Wales Union Learning Fund (WULF)*.

The BFAWU Learning Project Wales, has a proven track record in the promotion of education and understands the importance that upskilling and education plays, both formal and informal, in the lives of our members at work as well as in their family and social lives.

2023 was a busy and productive year for the project, during which it embarked on various learning activities, including one which seen the implementation of a new programme aimed at specifically allowing temporary workers, gain skills relevant to the industry with the aim of strengthening the opportunity of them securing a contract of employment directly with an employer. In addition to this, the project continued to grow its digital literacy training programme by providing both online and classroom-based courses, as well as expanding its support around mental health awareness and wellbeing by running further *Mental Health First Aid (MHFA)* courses.

April 1st, 2023 saw the BFAWU *Inspiring Achievement* project move into the 2nd year of the current funding round, and in total during 2023, the project was able to directly provide training opportunities for 459 individuals, who between them completed an amazing total of 832 courses!

This was made up as follows:

- 78 accredited qualifications
- 369 non accredited courses
- 111 digital literacy courses
- 274 online courses

Some of the most popular courses during 2023 were:

- Digital literacy – Microsoft Excel
- Team building, supervisory and management skills
- Mental health first aid (MHFA)
- IOSHH
- Bullying and harassment awareness

Case Study

The below case study is written by the learner themselves and shares their experience from first engagement with the BFAWU WULF project, and throughout their ongoing self-development which has led to them gaining the relevant skills and qualifications to be able to apply for their dream job as a **Food Safety Auditor**.

VICKY BASSETT

“ I have worked in the food retail industry for over 20 years, and for the past 13 years I have been a shop manager for Greggs.

My role is fast paced, demanding ensuring all GPS and KPIs are met working with a great team of 18 Staff members – training, supporting and leading by example. The past 3 to 4 years I have been very interested in the *Food Safety* part of our company. I really want to stay with the company but work in a different department.

I decided to look into relevant courses through the BFAWU. I sent Claire James an email asking for any training I could do and she very quickly sent me a list of over 800 online courses that were available via THE BFAWU WULF project.

I started off with enrolling onto refresher courses in **food safety and allergens**, before deciding to also do the *Health and Safety* course that were available on the online platform . I enjoyed the extra learning so much that I decided to push my boundaries and go on to more in-depth food safety courses. I completed my Food Safety Levels 3 and 4 and just realised how much I loved and enjoyed learning and bettering my knowledge.

This past year I finally decided if an *Auditing* job became available, I would apply for it. While waiting for this opportunity to arise, I asked Claire James if she was able to find the courses I'd need to apply.

Within a few days Claire had managed to get me onto the **Ligtas IOSH Courses** that were required for the position. These courses gave me the increased knowledge and skills to finally apply for my dream role.

I have since applied and have been interviewed for the role of **Food Safety Auditor** and I am currently waiting to hear if I have made it to the second stage.



I can honestly say if it wasn't for Claire and THE BFAWU WULF project, I would have never gained the qualifications needed to apply for the position and get to the first Interview stage. *Just keeping everything crossed now.*

In the meantime, my newfound love for learning is growing daily.

During my interview a few areas of training were mentioned so I went back to Claire to see If she could help and I am now working on a *Microsoft Excel* course, as well as a *Fire Safety, COSHH and RIDDOR* course.

Claire has been so supportive with my needs and has always found a relevant course for me. I cannot thank her enough. I will continue with relevant course to develop my knowledge and skills in the Food Safety and Health and Safety areas.

Who knows what the future holds? – *but I know I will be fully qualified for my dream job.*”

Vicky Basset

During 2023, the BFAWU project decided to continue with its popular online course provision and renewed its user licence for a further 12 months. With over 800 courses now available on the platform, online learning allows individuals that may otherwise be excluded from learning, a flexible way to study a wide variety of subjects that range from quick 'bitesize' and awareness courses, through to more in-depth learning with competence assessments undertaken... *something for everyone!*

Contact us

Working in partnership with many of the largest training providers and colleges in Wales, the BFAWU project has access to a wide range of courses, both formal and informal.



As a union, we welcome interest from members and their family members, as well as employees of companies the BFAWU works alongside.

If you are interested in gaining a qualification to further your career and would like to find out more or would like to know how to access any of the training courses available, please contact **Claire James**, Project Development Manager:

Email: claire.james@bfawu.org

Tel: 02920 481518 [opt:4]

Mob: 07896 550460

Or visit the website www.bfawulearning.wales and complete the enquiry form.



Rosa Luxembourg Stiftung

In November a group of our members and activists attended a *Rosa Luxembourg Stiftung* pilot project to develop an introductory political economy education course for trade union members.

The course linked into the ongoing work around the right to food campaign and specifically the *Food & Work* network.

The aims from the course were to

- Use political education to politicise workers so that they can engage more in politics and feel empowered to fight for their rights
- Raise awareness of the economic factors and political dynamics shaping current situation (such as the rise of populism and anti-migrant scapegoating, post-Brexit pressures)
- Equip workers with the knowledge and tools needed to have confident political discussions both in and outside of the workplace
- Understand the structural power food workers have in a socially and economically strategic sector
- Consider practical and policy responses to meet needs in the workplace and community [e.g. right to food, community kitchens, price controls]
- Have some practical content, such as 1-1 conversations skills sessions, but directly connected to some of the content they have learnt.

The course is split into 3 sections:

- 1) **Understanding food sector:** personal experiences at work and their experiences of it, and the influences that shape the labour market in this sector and pressures in the supply chain.
- 2) **Understanding capitalism:** history of capitalism and how it has shaped workers' lives, the role of private ownership and the profit motive, class politics, how it intersects with race and gender, migration, the struggles won in the post war era, and the emergence of neoliberalism as a retaliation to that, the power of international institutions of capital
- 3) **Role of trade unions and community organising in winning political, community and workplace change:** history of trade unions, successes, rank and file trade unionism, unions as political organisations, solidarity with other workers, being a rep in the BFAWU today & very concrete stuff relating to that.

Durham Miners Gala

2023 saw our unions General Secretary invited to address the **Durham Miners Gala**, the biggest event in the trade union movement.



The Durham Miners' Gala is a large annual gathering and labour festival held on the second Saturday in July in the city of Durham. It is associated with the coal mining heritage of the Durham Coalfield, which stretched throughout the traditional County of Durham.



It's also locally called *'The Big Meeting'* or *'Durham Big Meeting'* or simply *'The Gala!'*

Its highlights consist of a parade of banners, each typically accompanied by a brass band, which are marched to the old Racecourse, where political speeches are delivered. In the afternoon a miners' service is held in Durham Cathedral, which may include the blessing of any new banners.



REGION BY REGION

Region 1



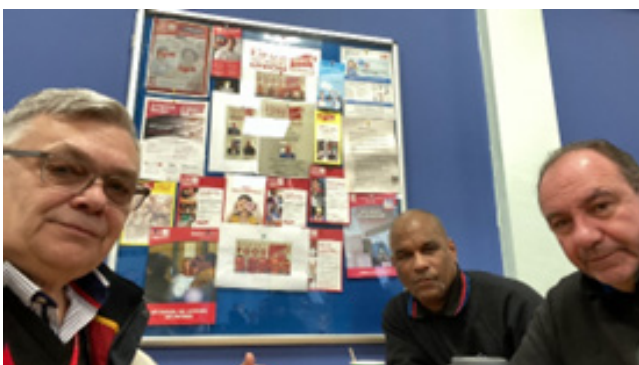
Frank Loveday Regional Officer

2024 must go down as a very successful year in Region 1 for several reasons. The most important of all those reasons being, the increase in membership of a 188. This can be attributed to the proactive efforts of our hard-working enthusiastic branches who have helped me to rejuvenate our membership in the Region. Together as a team we are becoming stronger and more successful.

We must not forget that some of the success is down to the online joiners, however an increase in 14 branches over the year is fantastic and that makes me very proud to be part of that success.

Over the year I have addressed some of the issues to help rebuild and rejuvenate the Region with the assistance of the Branch Secretaries we have seen a resurgence in new shop stewards coming forward which is paramount for the continued success within the branches, the Region and the BFAWU.

It was a pleasure to encourage and see the return of Vince Payne and Norris Bobb as Branch Secretary and Shop Steward.



Greggs Enfield Distribution Centre – Frank, Peter and Ian

Vince has already increased the stewards by two and is key to their training and development within the branch and I thank him for his pragmatic approach.

Another interesting recruit was that **Warburton's Enfield** where we had MO who was a steward at allied Stevenage previously and has now stepped forward again and brings a wealth of knowledge and experience to the site. Welcome to Abs, another new rep in the last quarter. I have made several visits to this site where Donovan has been outstanding in recruitment, I shall continue to engage with Mandy and the Warburtons Team at Enfield



Warburtons – Frank and David

Kettle (Valeo) has had a reasonable year with some very active stewards who are progressing very well. Haroon and I have supported them and will guiding them through their first pay ballot in January 2024. The site has seen numerous staff leave for higher paid work in the area which has led to the use of high volumes of agency, something that hinders the potential of members.

I have continued to do recruitment events and support all three Hovis sites where I have had some good results regarding dismissal appeals and disciplinary outcomes. Developing a good understanding and working relationship with the site and HR departments. Thanks to Mustaq, Buck, Vijay. Forest Gate. Tatiana, Sujjan, Seph at Mitcham, Jatinder Pat, Balbir, Mohamud, Nav, Gary and Tony.

Another year of many virtual meetings, that continues to save costs, cut down on travel which is good on a personal health and safety aspect as well better time management. Whilst reducing emissions making the environment cleaner reducing the carbon footprint, so everyone wins. Whilst conscious to ensure face to face for serious or severe cases.

I need to mention the success at the **Warburtons depots, Basingstoke** under *Paul Spreadbury* who continues to take care of the site with my assistance when needed and that it is ready to become its own branch with membership growth.

The Bognor site also within a couple of my visits we have secured enough members to form a branch for 2024 and have had reps elected welcome to Chris and Jack. Davey continues to maintain membership at Paddock wood and chair Regional Council



Regional Council meeting at the Marx Memorial Library

Greggs Enfield where I'm sure the members appreciate Annas help. In the last quarter we have had two new reps welcome to Daisey and Ronnie I am hopeful that this bakery site will have an improved engagement to increase membership on Nights and Production where Peter and Ian from the EDC have been helping the new reps whilst they find their feet.

Greggs EDC

Peter E.C. Ian, Fabian to name but a few are relentless in their pursuit of developing the branch and have also added several new reps in the last six months well done and thanks to them. I have been assisting with some recruitment drives along with Haroon in the last six months. Next year I shall continue to support the recruitment drives and leave Haroon to deal with appeals and assisting reps when needed.



My biggest concern continues to be recruitment in Greggs shops and a lack of stewards in the Southeast. I still believe we could gain a further 100-200 members in 12 months if we are able to find a way to engage and enrol better. With over 450 shops in the Region and only 1 official its not possible to physically visit them and run the whole Region effectively

My thanks to all in my Region even if you're not mentioned and to all our members. To my clerk Mela, Adrian and all the clerks from around the regions and head office for their assistance.

Finally, thanks to the E.C and National officers.

My thanks to Ratha Ragulan who stepped down from branch secretary after being promoted to management

Going forward

Objectives for 2024:

- To continue to support all branches and assist with continued recruitment and development.
- We must increase Gregg's retail membership this year as this will play a key role in sustaining further growth in Region 1.
- To increase engagement with Allied Walthamstow and Vitacress Salads
- To seek out any green sites with potential as a target.
- To encourage all reps to engage in training and development



The quality of the Region's noticeboards is noticeably improving!

Region 2



Gary Johnston Organising Regional Secretary

In 2023 I visited as many shops as possible.



I was also able to get out with my new reps which was very good. I was also able to pick up a new rep who will cover the Gloucester / Cheltenham area.

- I have also done many disciplinaries and grievances around Greggs and also other companies when needed
- I also attended as many JCC meetings in both the Central and south Region.
- I attended all Regional council meetings in No 2 Region as well as attending Annual Conference

I have also done some work on our FTO Course with Shrewsbury College



John James Organising Regional Secretary

The Year was mixed in relation to wage negotiations with many getting a higher percentage increase than in previous years. Differentials continue in some companies to be eroded, while other companies have realised that by eroding the differentials is causing issues in recruitment, with some members wanting to give up their roles for a less stressful position for very little difference in wages. This is also having a detrimental effect on members mental health, as differentials decrease, they believe the company are devaluing their roles.

Further, companies continue to look at ways in which to increase profit and they tend to achieve this by cutting manning, increasing line speed or both. Companies are then concerned about absence levels as members are struggling with their health with the amount of pressure put on them. Some are getting worse at discussing issues with the union and are becoming anti-trade union in their stance, while others are willing to have an open discussion but are more focused on how to improve their business. One of the biggest issues is *waste*. Companies have absence policies that look to get rid of members for being ill, citing costs, yet to turn a blind eye to annual waste bills that go into millions of pounds. I challenge companies to put employees first, but their focus is always on *profit*.



The union continue to put *recruitment* at the forefront of activists minds and they are taking up the challenge in Region 2.

Our very own **Kernow Robbie** has given many suggestions on recruitment and the work he is doing in Devon and Cornwall and further afield.



Michael White has produced business cards with QR codes for members to learn about benefits and for non-members to see what the union is all about as well as a QR code to take them straight to our membership application page. Other activists too are working towards increasing membership at their place of work at a difficult time due to the cost of living. Given the climate, employees need unions more than ever in these uncertain times, yet many only tend to want to join when they are facing disciplinary action, by which time it's too late.

The UK continues to be on a downward spiral with the continuing way we are being governed from Westminster. This also causes issues for our members. We have members in work claiming Working Tax Credits or Universal Benefits and being classed as *benefit scroungers*. With the Tories trashing the economy and increases in fuel prices, which in turn has increased inflation and cost of living going through the roof, members are having to decide what they can and cannot afford.

It is hoped a change in government to a Labour Government will change the direction of the way the country is being run, but unfortunately, the jury is out on this. In Wales, the Labour Government has passed a law known as the **Social Partnership and Procurement Act** which is a law which means workers get a greater opportunity to shape policies, activities and strategic policies at a national government level.

The Welsh Government has also put together a **Wales Retail Forum** which consists of interested parties involved in this on a national level and I sit on this supporting our union as part of my role as a member of the Wales TUC General Council.

Region 3



George Atwall Regional Officer

Warp Foods



Warp Campaign – 10.08.2023

Workers had many concerns about their treatment at this site, especially that the company had forced new tests on a workforce mainly made up of migrant workers. Many of these had poor English skills and were not able to complete these tests. They failed the tests and immediately many were dismissed for... not having the necessary English skills.

The team then went to work in defence of these workers saying to the company that they were never informed that English was necessary when they were first employed. Indeed we pointed out that they had been carrying out their jobs with the necessary aptitude for some time.





Poster inviting Warp Employees to attend the meeting 28.10.2023

A successful campaign was mounted with the support of both the National President, Ian Hodson and the *Peace and Justice Project's* **Artin Giles** that has ended with the signing of a recognition agreement. It was a campaign that utilised all the tools within our arsenal from leafletting on the gates, social media, and meetings. From this George Atwall and Ian Hodson was able to meet with their management and push forward a recognition agreement.

Samworth Brothers

The ongoing campaign has carried on with much help from Artin and the Peace and Justice Project (PJP).



Samworth Brothers campaign, Saladworks, supported by Councillor Gary McDonnell and Kumaran Bose



The Organising Team at Samworth Brothers Manton Wood

This has included looking at the data from the different sites that we have collected from the survey that the PJP produced. The use of this has alongside talking to the workers on the gates during leaflet drops has allowed the team to get a wider knowledge of what problems that exist for the workforces on each individual Samworth Brothers site. It was also pointed out that they were not given any time to improve

To promote the campaign, we have used multiple social media sites including the Facebook page that we alongside Artin have set up. We have used a WhatsApp group to keep all the team up to date with any progressions within the campaigns.

We have started to make a progression within this campaign and are confident that this will be successful. We have received help from **Claudia Webbe MP**, who has been active in promoting and supporting the campaign.



Open meeting for Samworth Brothers workers – 01.11.23

The ongoing, easy to complete petition and survey allows us to identify specific issues at different sites to tailor the campaigning materials accordingly.

With support from Jeremy Corbyn's *Peace and Justice Project* the survey results are constantly monitored and additional information is being added.

We would like to thank **Artin Giles** from Peace and Justice project for his ongoing support and dedication through the campaign

Avigen

After hearing about poor conditions that workers were experiencing at Avigen it was decided to mount a campaign to gain a recognition at Avigen. Luckily many of the workers had previously worked at Wealmoor and so knew what the Bakers Union could do for them. The company is very anti-union and has declined voluntary recognition, and overtures we have made through ACAS.



Lukasz and Duggy delivering a newsletter to Avigen employees

George created a Facebook page to promote the campaign and has joined Lukasz and Duggy in carrying out leaflet drops. On these drops we have seen how keen the workers are to join the union, and have told us about the conditions the management they have imposed on them. Being a site with many Eastern European migrant workers we have made sure that our leaflets were translated into multiple languages. We have directed the Polish workers, of which they are many, to the Polska Facebook page.

The feeling on the gates is that with some hard work we can more than likely achieve a 50 percent plus 1 and put another recognition to our name.

Pukka Pies

Another anti-union company where we see potential for gaining recognition. The workers have told us that with a change in management the conditions have changed for the worse with changes in shift patterns and problems due to poor Health and Safety.

We have been steadily building up the campaign throughout the year and have had a positive response from the workers on the gate when we have carried out leaflet drops. We have set up a Facebook page to promote the campaign to the workplace. We have had support from Artin and the PJP who assistance has been invaluable. Also **Jit Singh** has been able to aide in the campaign when he was not required in Region 5. We must also acknowledge the help received from the National President, Ian Hodson.



We have carried several leaflet drops throughout the year and the response from workers has been positive. With the build up in membership at this site we have been able to build up a branch with a branch secretary on one of the shifts. What remains now is the build up structures on the rest of the shifts which on balance is obtainable. We can say this by the positive reaction from the workers we have received on the gates.

We have contacted the company asking for recognition but with this anti- management we were flatly rejected. We also approached them through ACAS, and again we received a rejection. With the progression we can see that this is another excellent opportunity to get a recognition.



Organising Team at Pukka – October 2023

Allied Bakeries, West Bromwich

The branch structure has been revitalised by George with great help from the new permanent branch secretary, **Bobby Basra**. Bobby and the shop stewards have been able to recruited 40 new members. They have with George been able to negotiate a pay deal in which they got the company to accept all their demands. Allied in West Bromwich still continues to be one of the strongest branches in the Region and can be seen going from strength to strength.



Allied West Brom Team supported by Regional Officer

Birmingham Uni Trades Union Fair

At Birmingham University’s Trade Unions fair, the Bakers Food and Allied Workers Union (BFAWU) made a significant impact by engaging students and raising awareness about workers’ rights. With a clear focus on collective action and the importance of unionization, BFAWU highlighted prevalent challenges in the food and allied industries, including low wages and inadequate working conditions.

Through interactive discussions and distribution of informational materials, BFAWU emphasized the power of solidarity in addressing workplace issues. They encouraged students to become advocates for workers’ rights, offering opportunities for involvement such as volunteering and participating in campaigns.



Duggy manning the stand at the Trades Union Fair

BFAWU’s proactive approach resonated with students, sparking interest and meaningful conversations about labour advocacy. By bridging the gap between the labour movement and the younger generation, BFAWU successfully captured the attention and support of Birmingham University students.

In conclusion, BFAWU’s presence at the Trade Unions fair served as a catalyst for raising awareness and promoting engagement among students regarding workers’ rights. Their efforts signify a crucial step towards building a more inclusive and empowered workforce for the future.

Conclusion

Overall, although there has been some losses on individual sites in membership in Region 3 there have been successes as well. With a positive outlook, and positive feedback from workers about unions on the gates during our campaigning we can see that with some hard work Region 3 can increase its membership substantively. We can see with our success at Warp we are well on the way for more at several of our campaigns and the team feels positive about this.



Luiasz at kettleby Foods

Region 4



Roy Streeter Regional Officer

Organising and recruitment

We have started rebuilding our organizing structure in Greggs following the retirement of Pauline Nazir. Laura Graham (Reg 7) has been assisting in the Region, visiting shops, promoting the Union/benefits/Credit Union and supporting existing members. We are also trying to encourage members to stand as Union Representatives and undergo training.

Shop Steward, H & S Reps, ULR Training

We have tried to support new Branch Secretaries by inviting them to the office in order to take them through what their role entails, and the paperwork required from them.

Training for Reps has been very difficult with the only courses available being TUC ones, either online or over 10 days in the Manchester area. Legal updates and presentations for Reps occur at Regional Council meetings, courtesy of the Union's solicitors. TUC Health and Safety training courses have been available either online or over 10 days. Informative presentations have taken place at Regional Council meetings, with 2 Regional Health and Safety Conferences also taking place each year, with guest speakers giving advice and guidance on a range of safety-related topics.

Learning courses are again, available via the TUC, but learning has been very difficult since the government's withdrawal of funding. GFTU courses have also been made available, with information circulated to all Reps.

Industrial Relations

2023 was extremely challenging with sustained attacks on our members, as many companies continue to try and cut terms and conditions to cover the cost of 'the living wage'.

Our attempts to always maintain pay differentials and protect agreements have placed a significant strain on industrial relations.

In Conclusion:

Despite the challenges facing so many workers in the food industry over the last 12 months, BFAWU members at Allied Bakeries (Hotplate) Liverpool were still prepared to take strike action to improve the company pay offer.

They conducted themselves with dignity and determination whilst demonstrating the collective strength that is integral to the Trade Union Movement. They were a credit to themselves, their branch and the BFAWU.

We also took part in the annual **Wigan Diggers Festival**, asking companies to donate products, which was used to draw people to our stall and promote what the Union has to offer.

Geoff Atkinson Organising Regional Secretary

General

Branch 404: Beeches Chocolates

No issues at the branch over the year however I would like to thank the branch secretary who arranged a kind donation of some products for the event at the Wigan diggers festival held in Wigan town centre in September 2023

Branch 405: Preston branch

For many years this branch was mainly for retired members however over recent years the number of members have increased in this branch from some sites that have closed or where we do not have a recognition agreement. During the year I have represented members from the old Peter Hunts site now owned by David Woods Bakeries. These issues have included members being sent home and not being paid contractual hours and also being made to work overtime which should have been voluntary.

These issues continued for most of 2023 with members constantly needing advice on how to submit grievance's and needing representation at those grievance's which have all been successful.

I have represented a member who worked at a printing company in Blackpool who could not return to work after she believed that she was being discriminated against we eventually agreed a settlement for her to leave the business

Over the year we have had lots of people who have joined who would be covered by this branch who I have given advice to but not attended to represent them as when they have joined they already have live issues. I do however explain the reasons why I will not attend and in the main those new members understand if we represent all those who only join when they have live issues we will not survive as a union and it would not be fair on our long standing members who never need representation to subsidies these new members who then cancel membership once they have received our services

Branch 414: Tangerine

I have held many engagement events at this site over 2023 which has resulted in a small increase in membership however due to having no reps or branch secretary at site it's very difficult to keep up recruitment. I have attended on site for a number of disciplinaries which have all been successful with none being dismissals. I have also concluded pay claims for 2023 having to hold four ballots before the final offer was made and accepted by our members.

A big issue at site is that the company now hold works committee meetings on a monthly basis these have resulted in changes being made outside of our recognition. When I have challenged I have been threatened with derecognition of the union due to low membership. I would like to thank the company for a very generous donation of products for the event Wigan diggers held in September in Wigan town centre.

Branch 415: Park Cakes Bolton

As a committee we gained a pay offer that matched the increase to the national living wage across all grades which was balloted and accepted by our members, there have been no other issues at site that I have been made aware of.

Branch 420: Fox's Biscuits

A few issues at the beginning of the year related to a new system that the company had installed in pay role which resulted in underpayments which were addressed successfully Another company that I would like to thank for the donation made to the Wigan diggers festival held in Wigan town centre in September 2023

Branch 424: Sayers the Bakers

No issues at the bakery site. Issues around the shops where we have members have been around paid hours and breaks which have been addressed successfully over the year one member had issues with payments when she retired this again was addressed successfully.

Branch 429: Warburton's Burnley

I have attended site on a number of occasions with a member who had a disciplinary and dismissed I also attended the appeal which unfortunately was unsuccessful however the issue that the member was dismissed for I believe has led to a review of the company drugs and alcohol policy.

Branch 433: Region 4 Fast food

I have attended a number of McDonalds restaurants over 2023 in all cases I was successful in avoiding dismissals those issues ranged from not turning in for work unsafe practices and even giving too many chicken nuggets in a share box.

Branch 452: Park Cakes Oldham

2023 has been a fairly quiet year for this site with not the usual number of dismissals however I have been at site to represent on a number of occasions one being a charge hand who had been bullying staff on the lines and eating food out of the freezer on the shop floor he was reluctant to go through the disciplinary process and chose to resign , the branch secretary has been targeted again during 2023 with accusations being made against her she was disciplined for gross misconduct which we put forward a case which resulted in a first written warning she chose not to appeal

Branch 459: Greggs

Over the year I have attended many shops to represent our members I successfully got a member reinstated after she was dismissed for gross misconduct in a shop in Wigan, I also successfully represented a shop manager in Preston due to a fly infestation other shop I have attended include Liverpool and the Lake district

Hovis, Bradford

Although this is not one of the sites that I cover I have represented the branch secretary and the lead health and safety rep at this site at the end of 2023 and early January 2024 both of these cases where a direct attack on union elected representatives which both resulted in settlement agreements for them to leave the business this is something we need to be aware of going forward with Hovis

Region 5



Mark McHugh Regional Officer

Over the last year there has been a concerted effort to rebuild the membership numbers in the Region, off the back of several losses last year including Dawnfresh Seafoods and Orchard House.

We have focused on several workplace throughout the Region. In Scotland we have organised Mowi in Rosyth, Dominos distribution in Glasgow, ABP in Perth. Further down the Region we have organised at Valeo Snackfoods in York. All with varying degrees of success, which will be reported on further in the report.

We'll start with a couple of branch reports that we feel merit a mention.

Dave Suddards, Hovis Bradford

The company suspended the Branch Secretary and Health & Safety Rep. They have been clearly targeted for doing Trade Union activities and the allegations against them are totally fictitious.

The Branch Secretary has left the company in December after coming to a settlement with the company. The Union will be giving its total support to the remaining Rep who is going through the discipline process at present. The BFAWU will be asking its members at site for a mandate for some kind of action to be taken in the new year in support of its Reps and it will send a message to the company to deter future attacks on our Reps.

Regional Officer's Note:

We wish to thank Dave for all his hard work and dedication in supporting his members and the BFAWU over the years. I wish him good health and best wishes in all his endeavours in the future. He has the utmost respect amongst his peer group in Region 5 and throughout the union.

Greggs Baliol/Gosforth & North Lakes

There have been some challenging times at the Baliol site, with a special mention due to thank John Martin from 529 Greggs Gosforth for his work/support John has given Lee Burns from 504 Balliol – at the BNDC site with the issues we have been getting with URTU members. We have set up separate JCC at that site and John has been given free access where he regularly visits site to speak to members and support Lee. John has been a great support as the site is next door to Gosforth, so access is easy.

Union Modernisation Fund

We were fortunate enough to be successful in applying for some short-term funding (Aug 23 to Mar 24) that was available from the STUC. It is intended to support current/ ongoing campaigns that the union is running. James Cushley who is running the project has focused on the Mowi organising campaign, and for other parts, the Baynes Bakery shop too. James has put together a short report which can be read below:

James Cushley, Mowi

Mowi is a multi-cultural workforce made up of Polish, Romanians, Latvian, Estonian, Ukrainian, Spanish, Italian, Nigerian, Gambian, and other African countries, as well as workers from Nepal, India, and Malaysia.

I have organised drop-in sessions for all Mowi workers in the Parkgate Community Centre in Rosyth on Thursdays between 6p and 8pm.



MOWI'S DOUBLE STANDARDS ON WORKING CONDITIONS

MOWI WORKERS IN SCOTLAND NEED AND DESERVE THE SAME PAY, TERMS AND CONDITIONS AS MOWI'S NORWEGIAN WORKERS

MOWI'S NORWEGIAN WORKERS HAVE BETTER RIGHTS BECAUSE THE COMPANY RECOGNISES AND NEGOTIATES WITH NORWEGIAN TRADE UNIONS

IF ENOUGH WORKERS JOIN THE BAKERS FOOD AND ALLIED WORKERS UNION WE CAN NEGOTIATE AN IMPROVED AGREEMENT FOR YOU



The drop-in sessions have been well attended across all the shifts, however for those unable to attend the drop-in sessions, I have met them face to face after their shifts, or on occasions organised a Teams meeting.

We have also run a survey through Survey monkey in order for us to collate the information and focus on what matters to Mowi workers.

There has been a dramatic increase in membership at Mowi off the back of several organising campaigns at the gates which have included the Gen Sec, Sarah Woolley coming up from down south to support the campaign.

We have also had assistance from Unity Consulting Group in liaising with the Norwegian Trade unions who have recognition at the Mowi sites in Norway.



MOWI'S NORWEGIAN STAFF RECEIVE:

- ⊕ HIGHER PAY
- ⊕ BETTER OVERTIME RATES
- ⊕ FULL SICK PAY FOR LONGER
- ⊕ AN AGREEMENT WITH THE TRADE UNION HELPING IMPROVE TERMS AND CONDITIONS

HAVE YOUR SAY
 FILL OUT OUR ANONYMOUS SURVEY TO HAVE YOUR SAY ON WHETHER MOWI WORKERS IN SCOTLAND GET A FAIR DEAL



JOIN TODAY
 JOIN THE BAKERS FOOD AND ALLIED WORKERS UNION AND HELP US IMPROVE THINGS FOR MOWI WORKERS IN SCOTLAND

As part of the dialogue, we have received recognition agreements from the Norwegian Trade union NNN (The Norwegian Food & Allied Workers Union). The disparity between terms and conditions for workers in Mowi Scotland and Mowi Norway is massive, and one we hope to bridge by Mowi Scotland signing a recognition agreement here in Scotland.

Ongoing correspondence with Mowi has been through Sarah Woolley writing to the CEO of Mowi, Ivan Vindheim, who signed a voluntary recognition agreement with the Norwegian trade union mentioned above, despite their being 17% membership density in Norway.

Organising

As we mentioned briefly at the start of the report, the organising has been the focus for the year. With Jit and Lizzie picking up some of the servicing in the Region, it allowed myself and some of the other activists to organise in areas of Scotland. One highlight of this was the Organising week, which was supported by Rafal Obrebski, union learning organiser. Rafal also continues to recruit members from the migrant community, which has allowed us to build up the membership in GXO and Mitsubishi.

He has also built up a relationship with an organisation called FCA, which stands for the Foreign Communities of Alba Association (FCA Association). It is a charity organisation created around a group of Polish emigrants who are passionate about football and broadly understood sport. Out of passion for football, the idea of building a broader collective for the local community of foreign workers was born. The association is a multicultural organisation. Currently, most of them are Polish emigrants, but their structure also includes migrants from other countries, including Africa.

Cooperation within the project with organisations such as the FCA Association is an example of a return to the roots, to the local communities from which the entire trade union movement originates. Moreover, in a broader perspective, it is an opportunity to spread the value of collectivism and eliminate the isolation and exclusion of those employees who have not had such opportunities so far.

Jit continues to try and build up the membership at Valeo Snackfoods in York. He has covered all the shifts over a period. It has proven a bit of a task with low uptake and little engagement from workers and management.



Online Membership

One of the key areas for growth has been the online joining link. In this year we have managed to get 330 new members join. This has been a great source of membership which has given us links into other sites to organise, and areas we previously had no membership in. The downside to it I suppose, is some use the online membership to deal with an issue in their workplace and once we have resolved it, they cancel their membership.

Health & Safety



*Pictured above is the annual laying a wreath at the International Workers Memorial Day at Summelee, Coatbridge with **Bro McGill** from Branch 503*

We held our Regional Health and Safety meeting in February – as this report from **Bro Mark Dickens**

The main topic of conversation was around drug and alcohol policies.

People were worried about how D&A policies would work at Foxes the company draft policy has been amended, an example of which is instead of saying things like Will be, it now says May be, they had initially said that any accident or incident would result in a test, however that has been stopped as the reps challenged that there should only be tests for cause.

There was a discussion about how accurate the tests were and how they advanced from the days when poppy seeds would bring back a positive test, how levels of prescription medication could be checked on them. All reps to be trained in the process so can be challenged. Swabs sent off to an external organisation to test should happen, need to understand why getting a positive result.

The new Greggs policy was discussed and how it was introduced slowly, with an amnesty period for members to say I use x medication, it has random and for cause testing within it and a support structure for those with dependency issues rather than just punishment.

Menopause has been discussed in Parliament a couple of times, but never progressed through to any real changed on the back of it, possible due to the wide range of issues that could occur and the fact that many women struggle to get a diagnosis that their symptoms are menopausal. It was discussed that some women experience no symptoms at all whereas others really struggle, and it impacts their whole life. There is no test that can be taken to say yes you are going through the menopause, but there is one that can confirm you have come out of the other side.

Ear protection is now compulsory at Foxes, some managers have wanted to discipline people for not wearing them properly, however this is still new, no protection was in place for over 100 years! There was a discussion about members putting in PI claims for occupational deafness, not just at Foxes, but other companies too. Manor Stoke have reintroduced Auditory testing, especially when people are leaving the business, this hasn't been done for some time. Foxes test once a year

There was a discussion about the high levels of sickness around 6.6% and the impact this has on Sick pay waiting days, the reps have managed to negotiate a continuation of 2 days if no clear record, but the company are pushing back on this as levels aren't reducing and the policy states 4, however they are only looking at moving the 3.

There is a belief that stress is a big factor in people being off, they don't want to be at site, the line speed has increased significantly, and the numbers of people have reduced as significantly in part due to automation, but more so due to lean management tactics of working harder – less staff, higher speed. It was agreed by the committee that this didn't usually stop there being an increase in the levels of managers though.

Union Learning

BFAWU Learning project 2023/24 Scotland.

The BFAWU Learning project established a clear plan on how to implement the Project objectives. Applications were submitted for courses across employers for:

- Specialist ESOL (3 courses)
- Neurodiversity course (1 course)
- Menopause course (1 course)
- Understanding Mental Health program (1 course)
- Wellbeing and Mindfulness program (1 course)

- Makaton Level 1 (1 course)
- Makaton Level 2 (1 course)

Project extend portfolio so we can offer members programs:

- Dealing with Change program
- Basic digital skills for individuals' course
- Health nutrition and food budgeting
- An introduction to scratch baking.
- Baker course
- Confectionery course
- Decorating course
- Health nutrition and food budgeting
- Train the trainer (ILM Level 6) – accredited program
- Barista course (SCQF Level 5) – accredited program

The recipient of the Bakers Food and Allied Workers Union Learning Award 2023 was **Katarzyna Damek**, a BFAWU Union Learning Rep/Branch Secretary at Johnstons Food Service in East Kilbride.

Katarzyna is a long-standing Branch Secretary at Johnstones who has also taken on role of Union Learning Representative (ULR)

Katarzyna plays an active role with the support of the BFAWU Learning Project. And this is a well-deserved award for her hard work at branch level.

Podcast

In line with the Project bid guidelines, the aim was to create an innovative initiative, which was to create a podcast on the functioning of trade unions. The initiator of this idea was ULR **Glyn Tozer** with the support of Learning Organiser. We have already started advanced design work and are at the stage of finalising the concept. Unfortunately, due to disruptions, this initiative has been temporarily postponed until next year.



Parliamentary Group/Community activism, Campaigns, International Solidarity

Throughout the year I have worked with regularly with Alex Rowley MSP, who has continuously supported our campaign at Mowi. Monica Lennon MSP also continues to support our union at any event. The work that has been undertaken by our comrades from Unity Consulting can't go unnoticed. They work tirelessly on our behalf, whether it be press releases, parliamentary motions or support recruiting members, they are there. Thanks Tommy, Michael, and Neil.

A few of us attended a series of events in November to celebrate the centenary of **John MacLean**. 100 years down the line and we are still no further from the days of the legendary socialist in some respects.



In July delegates from North Lanarkshire Trades Council attended the *International Brigades Memorial Day* in the Duchess Park in Motherwell.



In Scotland and across the Region we continue to attend rally's and demonstrations against the genocide that is happening in Gaza and the West Bank.



Finally, to finish on a more positive note, congratulations to all the members celebrating their 40/30/20-year membership in 2023.

Welcome to all the new members who joined the BFAWU in 2023.

I would like to take this opportunity to thank the clerks, May, and Vicky in Region 5 office who keep us ticking over. It would also be remiss of me not to wish May all the very best in her retirement. May it be long, happy, and healthy. And to Jan and Summer at Head Office, and other clerks who support the FTOs in Region 5. *It's appreciated.*

Finally, thanks to Jit and Lizzie for their comradeship and support throughout the year.

Solidarity



Region 7



**Laura Graham
Regional Officer**

Members Pay throughout 2023

2023 started off with ongoing pay talks in *Hovis Belfast* and following a postal ballot for industrial action, we were days away from all out-strike action when a deal was struck between the unions and company. This pay deal set the pace for upcoming pay talks within other companies throughout the Region for the rest of the year. We focused on rate growth, ensuring that we achieved the best possible deal for our members.

Our annual average pay rise within the Region was between 8% and 11.3%, this is well deserved money going back into members' pockets. I would like to thank the reps and members that got involved in the pay talks and ballots that took place.

Work in Regions 4 & 7

Throughout the year I have also focused on engagement with branches, both in Region 7 and Region 4. These events are a fantastic opportunity to recruit new members but are crucial for the retention of our current members. The event looks at 3 groups, potential new members, existing members, and ex-members. There is a need to engage with all 3 and understand what we as a union can do better for our members.

When assessing feedback, we ask some of the following questions:

- Over the engagement event, did you take the opportunity to speak to the union?
- How happy are you with the union's current engagement?
- Did you raise any concerns during these events regarding your workplace or the union itself, if so, please select which one below

- How confident are you that the union will follow up on any issues raised?

Questions like this on our feedback surveys have helped us to understand what our members want, their confidence in the union to help resolve issues and many other prominent issues. We look forward to continuing these engagement events and hope that these can become a regular feature for all our branches.



Bro N Mullen attending Moy Park Engagement Event



Sis L Graham with union reps Max and Rob from Fine Lady Bakery, Region 4. This visit saw us talking to workers on the floor at their workstations, covering all shifts and taking back concerns raised to us to their employer. New members were also recruited on this visit.

Organising in the Region 2023

Organising has been another area we have tried our best in the Region to keep track of in 2023, and we had several days of engaging with workers of *Finnebrogue Artisan*, a meat production company. I had the help of our branch reps, along with ULF Project Manager **Noel Mullen** and National Vice President **Bro Kevin Flood**, on our organising days at this site. This is a new branch, and all representation work is undertaken by me. However, we hope to keep growing the branch and in 2024 want to achieve recognition. We also took the opportunity to visit a site called *Thompsons Teas* in Belfast and while this has not shown any success in 2023, we will get back to the site for many visits in 2024. The pictures include Finnebrogue Campaign and Thompsons Teas



Bro Kevin Flood, Bro N Mullen, Bro P Algie, Bro N Tamkin and Bro J Dunwoody are all shown. *I want to thank them all for giving up their free time to help!*

Region 4 Greggs

Over this past year I have also been involved in Region 4 and have enjoyed my time visiting the Region. Having met with the other FTOs in the Region, one area we looked at was *Greggs* and how visible we have been over the last few years. I have visited several shops, trying to recruit new members and reps. I have also been involved in several meetings to represent members

Many of these have been conducted online and I have also been available through telephone support for members of the Region. Throughout my visits to the Greggs shops, I have had the help and support of Bro **Brian Crowther**, who has been a tremendous help, and I would like to thank him for his time supporting me.



On one day we visited every Greggs shop in Brian's home town, on foot, covering around 7 odd miles on the day! Brian, being a walker, took it in his stride, me on the other hand had sore feet for days, but what an enjoyable day we had!

Supporting trade unions and TU Campaigns

Over the past year we have also tried our best to get out and support fellow trade unionists when they have been taking part in industrial action. By standing in solidarity with other trade union members we believe this shows the strength of the trade union movement. Early in 2023, myself, Bro K Flood and Bro J Dunwoody joined nurses from RCN taking part in a day of strike action.

Since then, Bro J Dunwoody has been heavily involved in showing up at picket lines on behalf of the BFAWU, when I have been unable to attend. Other unions are always overjoyed to see the support they are getting, even if it is just to stand with them for an hour!

We have also attended a few campaigns in the Region too over 2023, therefore showing a presence on behalf of the BFAWU at rallies and events.



May Day Rally 2023



Supporting NIPSA on the picket line



Supporting GMB and Unite the Union on the picket line



Supporting the Health and Education TU Rally

Highlighting the profile of BFAWU

In 2023 our regional council decided to sponsor a local female football team following a request from one of our union reps. *Oxford Sunnyside Senior Ladies Team* now proudly wear our logo on their football strips and we had the pleasure of attending a game. This team travels across the Region, and in turn our logo is getting seen everywhere to the point that we have even had comments to our reps from members of the public that have seen the strips!

Oxford Sunnyside Ladies Senior Team



Fabulous game 9-1 win for our team!



Ladies team coach and captain

2023 Summary

This must be one of the quickest years I have seen as an FTO! There have been some wonderful days out campaigning along with challenging days with negotiations and representation. As ever I would like to thank the members in the regions that continue supporting our union, the reps of each site that do an amazing job for the branches and the clerks throughout the union that have helped and assisted me over 2023, Renee, John, and Michelle.



YOUR EXECUTIVE COUNCIL

Executive Council Members		Jun 23	Aug 23	Nov 23	Feb 24	May 24
	Region 1 Peter Pyne	P	P	P	P	P
	Region 2 Tony Mansell	P	P	P	P	P
	Region 3 Dimitru Manole	P	P	P	O	O
	Region 3 Michael Blundred	P	P	P	T	P
	Region 4 John Owens	P	P	P	P	P
	Region 5 Dave Lawrence	P	P	P	P	P
	Region 5 Sean Molloy	X	X	P	T	P
	Region 7 Kevin Flood	P	P	T	T	P
	Women's Rep Rachel Mullen	O	P	T	T	H
	Young Members' Rep Curtis Tierney	X	X	X	P	P

Key: P – Present Physically T – Present on Teams X – Apologies given SD – Stepped Down H – Holiday O – Other

Executive Briefs

Throughout the year the National Executive meets to discuss various things, membership, regional council meetings, campaigns, complaints, finances, correspondence, employee issues and other areas.

These are the briefs of meetings discussions, that are GDPR compliant and are circulated to regional council delegates the quarter after the meeting is held.

1–4 August 2023 Held at Quorn Grange Hotel

Present: Sarah Woolley (GS) Ian Hodson (NP) Peter Pyne (PP) Tony Mansell (TM) Dimitru Manole (DM) Michael Blundred (MB) John Owens (JO) David Lawrence (DL) Kevin Flood (KF) Rachel Mullen (RM) Shannon Osborne (SO)

Apologies: John Martin

Prior to the meeting formally starting, a training session was held with The Executive, which covered how the accounts are formulated, how the membership figures are formulated, the role of The Executive Council, the Annual Conference workplan from the passed motions and The Executive Council analysed the union using the SWOT (strengths, weaknesses, opportunities and threats) in order to help prioritise the work for the next 12 months and 5 years.

Minutes of previous meeting, inc. corrections & matters arising

Mover: K. Flood

Seconder: J. Owens

K. Flood was re-elected to the Vice President position.

Peter Pyne, Tony Mansell, Dimitru Manole, John Owens, David Lawrence and Kevin Flood were elected to the role of trustees.

It was agreed that we would refresh reps on the GDPR guidance that has previously been circulated to ensure best practice is being followed in order to reduce the risk to the union of breaches.

Finances

Quarterly Accounts

Mover: K. Flood

Seconder: J. Owens

The Executive discussed the financial situation of the union due to current membership levels and the need to increase income by increasing membership as subs are our only form of income.

It was agreed that going forwards any subscription increases would be discussed at the November executive and implemented the following January, so that The Executive had a clear view of the union's finances and potential costs for the following year.

Credit Union update

The Executive welcomed the decision at the AGM held at conference to make a 2.5% dividend payment this year for credit union members but were concerned that not enough branches were utilising this membership benefit as an organising tool.

Correspondence

Several pieces of correspondence were discussed and considered, including re-affiliating to the IER and Nicaragua Solidarity campaign and Stop the War, making small donations to the Morning Star conference in Scotland, Hazards and Women against pit closure events as well as partnering with The World Transformed again this year. The Executive also agreed to make a national donation to Andy's Man Club who have also been put in touch with all regions to attend either the October or January regional council meeting.

Organising

The success of Region 5's Organising Week was discussed and it was suggested that all regions should be holding Organising Weeks every quarter to focus on membership growth.

Work continues in *Finsbury Foods* nationally with the Organising Core group. The NP has a project in Region 3 to support organising and building branch structure in a number of sites in the Region, which is progressing. A new opportunity has come forwards thanks to our relationship with *Status Now* in Region 5 and the campaign at MOWI is going well too.

Membership has continued to increase in 600 and a new set of workers in land trades have started to join the union too after discussions with the GS and will fall under 601.

It was agreed that organising would continue to be at the top of all agendas and that we should revert back to the regions submitting organising plans to The Executive Council via the FTOs for them to review at the November executive, so that they can arrange/allocate resources where they are needed and then launch the plans properly in the regions at the January regional council meetings. They would then be monitored through the year by the regional councils.

It was also discussed that on average it takes 7 contacts with the union before a non-member thinks about joining and we should all keep that in mind.

Safety, Health and Environment

Concerns were raised about the number of incidents nationally that seemed to be occurring with Forklift trucks and the lack of responses to the Cool it surveys that had been published and circulated after branches had been discussing the heat in workplaces. The Executive discussed supporting the Heat Strike campaign and the Covid enquiry and encourages members to fill in the most recent health and safety survey that has been circulated by officials on behalf of the national committee so that work for 2024 can be prioritised.

Learning

The 2023-2024 GFTU courses have been published and circulated there are 39 over the three terms, with a number of additional ones that haven't been run before, the majority are free – including all the rep's courses, though there are some which include a cost: <https://gftuet.org.uk/education> The latest round of TUC reps courses have also been published and circulated <https://www.tuc.org.uk/TUCcourses>

We have also developed a political economy course for reps along with the Rosa Luxembourg foundation that will be held in Eastbourne in November over 3 days and is fully funded for reps to attend details have been circulated via cyclo and WhatsApp groups.

Legal update

Any Legislative changes relevant to members

The Minimum service level legislation has gone through, the feeling is that effectively this plans to remove the right to strike from the 6 categories that are currently affected, for example train drivers need at least 80% of the workforce for safe use of the railway.

Whilst the legislation doesn't impact our members currently, it is only a matter of time before the scope is widened, because if they can effectively criminalise train drivers going out on strike they will go after everyone.

Claim Figures PI/ER

- Personal Injury YTD £239,648
- Employment Related YTD £44,581
- Settlement Agreement YTD £6843
- Total YTD £291,072

44 people which is an average of £6615 per person which is £4000 higher than Unites average from the figures that have been shared recently.

Conference

The GS put together a work plan for the motions that were passed at conference this year so progress on them can be monitored and prioritised. Some things have been started, others passed onto the relevant organisations and others needed to be worked through with the Governance and Finance committees.

It was agreed that we would ask delegates what they wanted to do next year and if they have any ideas for venues or activities too, the GS has looked into a number of venues and worked with Crème Conferences to look into more, feedback was generally positive from those who responded, with heat being the biggest issue raised.



1–3 November 2023 Helds at Stanborough House

Present: S. Woolley, P. Pyne, T. Mansell, D. Manole, M. Blundred, J. Owens, D. Lawrence, S. Molloy, S. Osborne (online)
R. Mullen, K. Flood

Apologies: I. Hodson

Minutes of previous meeting, inc. corrections & matters arising

Mover: D. Lawrence

Seconder: D. Manole

Finances

Quarterly Accounts

Mover: D. Lawrence

Seconder: S. Osborne

There was a lengthy discussion about the financial situation of the union as well as the economic situation our members are facing currently, it was agreed that the subs would rise 18p, this was not an easy decision to make and The Executive would ask all reps and members to double efforts to organise and increase membership through 2024 in order to increase income as this is the only way to reduce the impact of subscription increases.

The need for branches to be celebrating wins and communicating with members about the benefits of being in the BFAWU was also discussed, people will join in workplaces if they can see things being achieved, pay rises, dismissal appeals, health and safety issues being resolved are all things that encourage people to join the union.

Credit Union update

A number of people have put themselves forward to be directors which is great and the credit union is still doing extremely well, it paid out a 2.5% dividend this year, it is worth remembering that the credit union is a separate entity to the BFAWU, but the common bond is BFAWU membership. Therefore if there are any queries, ideas or concerns, these should be directed to the credit union – admin@bfawucreditunion.co.uk

Correspondence

22 pieces of correspondence were considered, many were from different political groups and interested parties connected with the ongoing situation in Gaza, it was agreed that we would support the Workers Beer company in 2024 and look at putting together a team to work at festivals to help raise funds for the strike fund.

More information will be released in due course around this. The Executive also agreed to affiliate formally to the *Ron Todd Foundation* after working with them for a number of years

Organising

The importance of organising was discussed at length, it was noted that a number of regional councils don't actively talk about organising in branches or have regional plans for building up membership and that this should be worked on in 2024 as there is a huge potential in the existing branches we have. MOWI, Finnebrogues, Samworth Brothers, were all discussed as potentials for templates going forwards. A plan is being developed in Greggs to increase engagement with members directly, keeping them informed better and consistently and encouraging them to support the organising work in their own workplaces to relieve some pressure on the reps who are struggling to get out organising due to staffing levels being tight.

There will be a focus in 2024 on engaging district branch members, encouraging more engagement and checking in with retired members

Safety, Health and Environment

The health and safety surveys that the NP has circulated are coming in slowly, these will form the basis of the work of the national committee in 2024 so it is important members complete them and send them in, the more information the better.

The COVID enquiry is ongoing and detailed reports have been shared with the committee to keep them updated.

Concerns were raised about having to request stab vests for Greggs Drivers due to the antisocial behaviour they are facing on an evening when attending shops in certain areas, no one goes to work expecting to be hurt, but the number of issues are increasing in part due to the cost of living crisis.

A lengthy discussion was had around Fire Marshalls and their role in ensuring small fires don't become large damaging fires. There are mixed feelings about the role, whether fires should just be left to the experts and everyone leaves together, or whether fully-trained fire marshals should try and extinguish small fires where possible to prevent larger implications.

Mental Health First Aiders, their role, what records are kept and whether it is paid in line with the first aider role was discussed at length and it was agreed a piece of work collating information on this would be a priority in 2024

Education

Up to the November executive the total numbers of reps from BFAWU on the new style GFTU courses so far are:

- **Workplace Reps I** 15 (3 more for January)
- **Workplace Reps II** 10
- **Health and Safety I** 9 (1 more for January)
- **Health and Safety II** 8
- **Young members development weekend**
6 (*the most ever!*)

In terms of the I & II reps' courses, the numbers are almost back at pre-covid levels with these numbers, if they continue at this level for the number of courses that are being run.

We have also had around half a dozen members sign up for the bitesize online courses, the sexual harassment training session and have asked about the historical ones.

Details for courses for both GFTU and TUC courses can be found on their websites:

- www.gftuet.org.uk/education
- www.tuc.org.uk/training/TUCcourses

Legal update

Any Legislative changes relevant to members.

MSL –The GS reported that she had a meeting with CTUF, and the TUC are arranging a special conference to look at the movement's response to this, it is difficult at the moment to know what noncompliance looks like until we are clear on the legislation but branches would be updated and kept informed.

Claim Figures PI/ER

- *Employment Related cases* – 3 cases totalling £40,731
- *Personal Injury cases* – 51 cases totalling £300,599
- *Settlement cases* – 1 case totalling £6,843
- **Total: £348,173** paid out across 55 members:

International

A discussion was had whether The Executive wanted to publish an updated statement on the situation in Gaza after a lengthy discussion which touched on the anger, the impact on members families and the fact that the initial statement covered everything, it was agreed that we would wait and be led by Palestine Solidarity Campaign and that branches should be encouraged to display the statement on their noticeboards in workplaces.

Conference

Plans are coming along for conference, letters will go out to speakers, potential stall holders and fringe session facilitators in the new year. We would be having a Parliamentary Group Report, hopefully Shelly Asquith from the TUC, Hazards have been approached informally as well as the Fire Brigades Union .



7–9 February 2024 Held at Stanborough House

Present: S.Woolley (GS), I.Hodson (NP) P.Pyne (PP) T.Mansell (TM) J.Owens (JO) D.Lawrence (DL) C.Tierney (CT)
Online – M.Blundred (MB) S.Molloy (SM) K.Flood (KF) R.Mullen (RM)

Apologies: D.Manole

Minutes of previous meeting, inc. corrections & matters arising

Concerns were raised that employers are moving towards incentivising around health and safety, no accidents equal a bonus, however if someone has an accident, they get disciplined. This sets a dangerous precedent that will make workplaces more dangerous and workers reluctant to report accidents for fear of reprisal.

There was a lengthy discussion on roles such as mental health first aider, first aider and other roles with a subsequent agreement that if people are taking on roles that it needs to be because they want to fulfil the role and not for money and a discussion on how managers are often the ones causing issues.

Mover: D.Lawrence

Seconder: K Flood

Finances

Quarterly Accounts

On the contribution increase there have been a couple of glitches with employers, but all seem to be sorted now. The number of people who didn't pay this year is the same percentage as last year so no real difference despite the increase being larger.

We are currently working on the annual audited accounts for conference.

Mover: K. Flood

Seconder: D. Lawrence

Membership Grants

Four grants were considered by the executive council and payments made to the members concerned

Credit Union update

There are a number of new directors who need training on the processes of the board so patience is requested whilst this is worked through. The majority of them attended a board meeting on the 24th January, the Credit Union continues to be in a good place, though membership can always be increased.

It was emphasised that the Credit Union is a separate entity to the BFAWU as this can sometimes be forgotten – we can't pass motions about it at Conference. It has its own AGM, board of directors and rules set largely by the FCA (Financial Conduct Authority) to abide by.

GDPR

There have been no reported breaches and 1 tentative subject access request though we have not heard back from them about it .

The biggest risk to the union around breaches is *lay reps*, we did do a session initially, with them when the documents and will look to re-run at Regional Councils this year to refresh and remind reps of how important it is to make sure data is protected and their responsibilities as BFAWU reps and branch secretaries, we should always ensure we are doing everything we reasonably can to ensure the union is protected.

Correspondence

Pieces of correspondence were considered by the executive council, there were a number regarding the 40 year anniversary of the Miners Strike so a decision was made to set a small amount aside for the purpose of supporting the anniversary and the potential financial requests we will receive around it. It was agreed to subscribe to Barbour Comprehensive to support with health and safety priorities and projects for the next 12 months. A discussion was had around how best to support Hazards in our current financial situation and a motion was constructed around it for conference, it was also agreed that we would encourage activists to join the online *Organising for Power* course being run again this year. There were two requests out of the 35 for Political Fund support, one a member who is a councillor restanding in May and the second a friend of the BFAWU standing to be a Mayor in the North East also in May.

Organising

The LGO/SNAP project is unfortunately coming to an end in April due to lack of external funding. The Executive thanked the Leeds and Sheffield Trades Councils for taking a chance on the projects and the other funders historically who has supported as well as **G.Lane** for all his work on the project over the years.

During the TUC Heart Unions week the focus for the Samworth brothers campaign is getting people of Leicester to sign a card which will be delivered to one of the site, the message being to Samworth Brothers to '*Love their workers*'.

Three more Political Economy/Organising courses funded by the Rosa Luxembourg Foundation have been approved which is positive, 2 will be held in May and 1 later in the year.

It was noted that *Kettle foods* in Norwich (Region 1) had doubled membership over the course of a pay ballot and that recognition had been achieved at WARP snacks in Region 3.

MOWI membership continues to build as does branch 600 which is clearly holding membership up nationally.

2024 feels to be off to a good start in terms of membership levels:

Region	Total paying	+/- Quarter	+/- Year
One	1618	+15	+188
Two	2092	+41	+40
Three	3909	+111	+22
Four	2879	+12	-6
Five	4083	-40	-99
Seven	484	-8	-19
600	179	+47	+179
601	14	+14	+14
National	14561	+176	+302

Postal branch members with email addresses have been contacted with regards to being more actively involved in the union, invited to join WhatsApp groups and receive updates as other groups do. Retired and Free card members are being written out to in March, there may be some cross over, but we are conscious that we need to have as accurate membership records as possible and that there may be members we don't hear from who want to be actively involved in building the union up going forwards.

Branch Stats

Branch Stats regarding reps from the information we collect quarterly from branch secretaries:

- 182 branches in total
- 187 health and safety reps in 61 branches
- 424 shop stewards in 99 branches
- 63 Union learner reps in 33 branches
- 104 branch secretaries
- 17 District branches 6 of which have branch secretaries.
- 121 have potentials (1 of these is a district branch)
- 47 have over 50% density

- 8 branches have over 100% – which is better than it has been, but we have done some comms around how to calculate this.

Concerns were raised about how few branches have health and safety reps, how some are missing shop stewards and ULRs and how many have under 50% +1 membership levels.

Safety, Health and Environment

Concerns were raised that there seems to be a common issue in branches that there are no health and safety committees or meetings being held and that we should use the Brown Book and rely on it

First Aiders and mental health first aiders and pay was a discussion that was had again and that the number of people doing the role versus the number of people paid for role can vary hugely. It was emphasised just as it was when the minutes from the last meeting were reviewed that people should do this role because they want to not for money.

The agenda for the National Committee for the next 12 months includes holding Webinars on subjects like *Mental Health, Sexual Harassment, the Menopause and the Brown Book*.

The executive felt it was disappointing that the committee had done two surveys, the cool it campaign one and the more general one, that they had been designed and sent out and that we had hardly any response, yet there are discussions across regions about heat in workplace and other health and safety issues, it was agreed that we would try them digitally to see if that made a difference. It was stressed how important it is to engage with surveys when we run them as it helps to identify issues and to plan work and campaigns that are relevant to our members

Legal update

Political Fund ballot

We are bound by legislation to hold a postal ballot to decide whether we continue to have a political fund, these need to be run every 10 years and the last one was done in 2014.

The ballot will be held April time and work is being done behind the scenes around communications for this and a brief from that which can be used by reps going forwards to help explain to new members the purpose of it.

It is important to make sure members details are up to date this quarter as it is a *postal* ballot.

General Election 2024

We know there will be a General Election this year, though we aren't sure when, we are creating a 'Bakers Dozen Manifesto' on the back of the survey that was held at the beginning of the year around who members would vote for and the biggest issues in their community and workplaces. Rules have changed around non-party campaigners which we are working through to ensure that we don't step out of line.

Case Figures year to date

- *Employment related* – 8 cases totalling £105,231.
- *Personal injury related* – 74 cases totalling £736,710.
- *Settlement agreement* – 1 case totalling £6,843.

After concerns were raised about Personal Injury claims and the number turned down and information needed for them, a discussion was had with Thompsons and it has been agreed that we will run some educational/ awareness raising work on the changes that have been made to Personal Injury claims over the last few years as they have become more stringent around the burden of proof for liability etc.

International

It was agreed that it may be time for an updated statement on the situation in Gaza, it was agreed to draft one and circulate it to branches once it is agreed.

At the recent Latin America conference there were major concerns raised that Trump could be elected as president again, and that a number of Latin Americans are seriously considering voting him over Biden as at least he is truthful about his position rather than hiding it and pretending to be someone/something else.

It was also noted that the Doomsday Clock is now at **90 seconds**.

Annual Conference

A number of fringes have confirmed including the legal services, Ron Todd Foundation, NSSN, Pay Plan and others, the Preliminary Agenda has been circulated for amendments, stalls will include TC branding the new merchandise company we are working with that can be purchased as well as other organisations we work with through the year.

AOB

The executive thanked **D.Best** from Region 7 for all his work on health and safety not only in Region 7 but nationally on the committee too.

His contribution to health and safety over the years has been second to none and they hoped that he recovers from his illness that has prompted him to step back from union duties quickly.

The executive also thanks **D.Suddards** from Region 5 for all his work as a branch secretary in the Region, for Hovis members not only in his branch but nationally and for challenging the union and his employer during that time with integrity ensuring that members had a voice throughout.

Lastly the executive sent best wishes to **H.McGarrigle** from Region 4 who is ill at the moment, he has been a member for a number of years, people may remember him from conference or regional council, he has not had the best of times health wise, but hopefully knowing that he is in all of our thoughts and prayers will be of comfort.



7-10 May 2024

Held at Quorn Grange Hotel

Present: S Woolley (GS), I Hodson (NP), P Pyne (PP), T Mansell (TM), J Owens (JO), D Lawrence (DL), C Tierney (CT), M Blundred (MB), S Molloy (SM), K Flood (KF)

Apologies: R Mullen, D Manole

The NP opened the meeting by paying tribute to **Shaun Welsby** who passed away quite suddenly. The Executive shared a minute's silence after talking about their memories of Shaun and sent their condolences to his family, friends and branch.

Minutes of previous meeting, inc. corrections & matters arising

A discussion was held around the heat strike campaign and the importance of making sure measures are in place to ensure members don't suffer a detriment, either by having to use holidays or unpaid time off when workplaces become too hot to work in. Scientists believe that every second year the temperature will reach 40 degrees Celsius which means it will be unbearable in some of the workplaces our members work in and between the heat strike and cool it campaign we need to ensure members are supported.

It was also discussed that even in negative situations, redundancies etc we should be organising to strengthen the power of our members

Mover: D. Lawrence

Seconder: T. Mansell

Finances

Quarterly Accounts

There is a deficit this quarter, this is not unusual as affiliations and conference payments have been made.

There was a lengthy discussion around the Brian Hilton and Terry O'Neil fund and the rules and remit of the two of them. A number of large member legal bills have now been settled also which have had an impact on the cashflow and finances this quarter. These were long running complex cases and now measures are in place to monitor costs we shouldn't be in a position like this again unexpectedly.

Mover: K. Flood

Seconder: D. Lawrence

Membership Grants

Only one grant was received this quarter, which the executive agreed to make a payment to the member.

Credit Union update

There will be a Credit Union AGM at Conference which P.Nazir will facilitate. A number of new directors are now working through the processes to get trained and signed off

GDPR

No breaches have been reported this quarter.

Correspondence

The executive considered 34 pieces of correspondence, which included some Political fund requests from Grahame Morris MP, Kim Johnson MP and independents who have supported our members and unions, supporting the AEP, SWU and GFTU campaign to make Equality Real, a campaign to force the government to recognise the impact of austerity and the cost of living crisis.

It was agreed that we wouldn't send delegates to this years EFFAT Conference in Valencia and that any adverts that we put into programmes or solidarity messages we put out there, should include a QR code to our Join Us page..

Organising

Updates were given on the various organising campaigns that are being run – Greggs, MOWI, Samworth Brothers, Finnebrogues and the project in Region 3

We have done some work around engaging retired members, 422 letters sent out, with a brief explanation of why we were contacting them and a checklist to be returned in the free post envelope checking address, phone number, email and whether they wanted to be added to a WhatsApp groups and/or receive a Foodworker.

We were expecting a handful of responses but had 177 with a mixture of responses around keeping informed and engaged with the union which is great.

The district branch project is also ongoing, we have updated membership cards in order to make them more environmentally friendly, but also to ensure that there is a QR code to lead to the website on them and have added links to emails around being interested in being reps, and seeking feedback on the union so that we can tackle any issues that may be raised quickly.

Region	Total paying	+/- Quarter	+/- Year
One	1661	+55	+72
Two	2037	+21	+30
Three	3815	+14	+128
Four	2659	-24	-88
Five	3887	-6	-126
Seven	379	+1	+5
600	211	+41	+211
601	19	+5	+19
National	14668	+107	+251

Branch Stats regarding reps from the information we collect quarterly from branch secretaries:

- 180 branches in total
- 191 health and safety reps in 62 branches
- 435 shop stewards in 101 branches
- 70 Union learner reps in 35 branches
- 105 branch secretaries
- 17 District branches 6 of which have branch secretaries.
- 121 have potentials (1 of these is a district branch)
- 34 have over 50% density
- 9 branches have over 100% – which is better than it has been, but we have done some comms around how to calculate this.

Concerns were raised again about how few branches have health and safety reps, how some are missing shop stewards and ULRs and how many have under 50% +1 membership levels.

Safety, Health and Environment

The executive council echoed the national committees thanks to T. Mansell and V. Bassett for the webinar on mental health in the workplace supported by Andysman club. Although we had a few teething problems, we have put it on the website and we have received some positive feedback. A discussion took place in July regarding the next webinar being about the brown book and the rights and roles of a safety representative, we need to be using the legislation and challenging when employers are not abiding by it.

Despite having numerous Green motions every year at conference, developing policy for the union, we haven't seen a takeup of Green reps in branches that we expected.

Green issues and Climate change should be on the agenda in workplaces, branches and in the union, as it impacts everything that we do

Legal update Political Fund ballot

The leaflet about the ballot has been agreed and added to the ballot packs so every member gets to see it, a poster for noticeboards in general about the purpose of the fund has been put together and a brief for reps when signing members up is being put together.

We need to continue to educate members going forwards, so they know what their money is being spent on.

Parliamentary group

We are holding a launch event in parliament on our Bakers Dozen manifesto asks document, created from the survey run at the beginning of the year, physical copies will be given to delegates at conference and branches encouraged to utilise the information in wage claims going forwards where applicable.

Education

Political Economy Courses

45 activists will have attended in total over the initial pilot and 2 current courses being run in May, a further course will be run later in the year.

We have a process in place to track the members made by the attendees of the course – the November one saw over 40 members being made in the initial 6-8 weeks with more than double the amount of conversations with non-members, there is still a steady stream of membership forms from the attendees, though they haven't all put their names on the forms to track accurately, which we will do better at with the next round of courses.

Young Member Development Weekend

The largest cohort of BFAWU young members is signed up to the May weekend that we have ever had, which is great.

GFTU Courses

The next academic year of courses will be launched at the Durham Miners Gala in July, though will be on the website for reps to look at and apply for earlier for the September courses, this new programme is the biggest one yet, with organising and activism at the core and heart of the programme, which is designed to grow each affiliate and therefore the movement.

International

A discussion was had around the continuing situation in Gaza and that an updated executive council statement should be put together, the recent STUC general council statement was acknowledged.

Annual Conference

Speakers are confirmed as are fringe meetings and choices will be circulated shortly.

Watkins and Gunn are sponsoring the annual Quiz and Karaoke night on Monday, thank you to them.

TREASURER'S REPORT 2023

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THE BAKERS FOOD AND ALLIED WORKERS' UNION
GENERAL FUND INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST DECEMBER 2023

2022		Continuing activities 2023	
£	Income	£	£
2,270,059	Contributions from members		2,342,123
20,000	Administration charge – Political Fund		20,000
33,220	Investment income		18,552
2,629	Rents receivable		2,743
-	Sundry commissions and other income		32
(168,123)	Increase (Decrease) in market value of investments		62,215
-	Profit (Loss) on disposal of freehold property		392,172
-	Profit (Loss) on disposal of motor vehicles		(20,000)
(60,862)	Profit (Loss) on disposal of investments		(15,518)
31,518	VAT recoveries		37,849
2,128,441			2,840,168
	Less Expenditure		
42,474	Benefits, Grants and Legal services (per Schedule I)	71,336	
110,746	Trade Unions and other affiliations (per Schedule II)	104,489	
2,487,022	Working expenses and other outgoings (per Schedule III)	2,552,368	
2,640,242	Total Expenditure		2,728,193
(511,801)	Surplus/(Deficit) for the Year		111,975
1,747,651	Amount of the General Fund at the beginning of the year		1,235,850
1,235,850	Amount of the General Fund at the end of the year		1,347,825

There were no recognised gains or losses in either year, other than the surplus or deficit reported above and in the attached Political Fund, Benevolent Fund and the North Eastern Social Fund.

The total recognised gains/losses in respect of the Pension Fund are shown on page 2.

THE BAKERS FOOD AND ALLIED WORKERS' UNION
PENSION FUND POSITION AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST DECEMBER 2023

2022		Continuing activities 2023	
£	Change in defined benefit obligation	£	£
10,849,000	Benefit obligation at beginning of year	7,623,000	
163,000	Current service cost	93,000	
204,000	Interest cost	364,000	
(3,204,000)	Actuarial (gains)/losses	115,000	
(383,000)	Benefits paid	(391,000)	
(6,000)	Other	(98,000)	
<u>7,623,000</u>	Benefit obligation at end of year		<u>7,706,000</u>
 Analysis of defined benefit obligation			
7,623,000	Plans that are wholly or partly funded		<u>7,706,000</u>
 Change in plan assets			
6,670,000	Fair value in plan assets at beginning of year	4,455,000	
125,000	Interest income	213,000	
(49,000)	Administration expenses	(86,000)	
301,000	Employer contribution	351,000	
(2,203,000)	Return on assets excluding interest income	41,000	
(383,000)	Benefits paid	(391,000)	
(6,000)	Other	(98,000)	
<u>4,455,000</u>	Market value of Assets at end of year		<u>4,485,000</u>
<u>(3,168,000)</u>	Net Funded status at end of year		<u>(3,221,000)</u>
 Amounts recognised in profit and loss account			
163,000	Current service cost	93,000	
49,000	Administration expenses	86,000	
79,000	Net interest	151,000	
<u>(291,000)</u>	Amount charged to P&L		<u>(330,000)</u>
3,204,000	Actuarial gains/(losses) immediately recognised	(115,000)	
3,204,000	Total pension cost recognised in the Pension Fund		(115,000)
301,000	Pension fund contributions paid for by General Fund		351,000
<u>(2,203,000)</u>	Return on assets excluding interest income		<u>41,000</u>
1,011,000	Total gain/(loss) movement for year		(53,000)
<u>(4,179,000)</u>	Deficit in scheme at beginning of year		<u>(3,168,000)</u>
<u><u>(3,168,000)</u></u>	Funded status of Pension Fund at the end of the year		<u><u>(3,221,000)</u></u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
POLITICAL FUND INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST DECEMBER 2023

2022		Continuing activities 2023	
£	Income	£	£
27,148	Contributions from members		26,493
<u>27,148</u>			<u>26,493</u>
	Less Expenditure		
325	Contributions to Labour parties, election funds etc.	1,875	
2,564	Conference and delegates' expenses, etc	2,294	
20,000	Administration expenses – General Fund	20,000	
<u>22,889</u>	Total Expenditure		<u>24,169</u>
4,259	(Deficit)/Surplus for the Year		2,324
<u>13,551</u>	Amount of the Political Fund at the beginning of the year		<u>17,810</u>
<u><u>17,810</u></u>	Amount of the Political Fund at the end of the year		<u><u>20,134</u></u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
BENEVOLENT FUNDS INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST DECEMBER 2023

2022		Continuing activities 2023	
£	Income	£	£
4,937	Contributions from members		5,106
424	Donations		–
<u>5,361</u>			<u>5,106</u>
	Less Expenditure		
3,807	Benevolent grants	2,480	
1,070	Conference guests	1,199	
1,050	Charitable donations	300	
72	Postage and other expenses	91	
<u>5,999</u>	Total Expenditure		<u>4,070</u>
(638)	Surplus/(Deficit) for the Year		1,036
<u>21,745</u>	Amount of Benevolent Funds at the beginning of the year		<u>21,107</u>
<u>21,107</u>	Amount of Benevolent Funds at the end of the year		<u>22,143</u>

**North Eastern Social Fund Income and Expenditure
Account for the Year Ended 31st December 2023**

2022		Continuing activities 2023	
£	Income	£	£
–	Donations		–
<u>–</u>			<u>–</u>
	Less Expenditure		
36	Sundry payments	70	
<u>36</u>	Total Expenditure		<u>70</u>
(36)	(Deficit)/Surplus for the Year		(70)
<u>2,333</u>	Amount of Social Fund at the beginning of the year		<u>2,197</u>
<u>2,197</u>	Amount of Social Fund at the end of the year		<u>2,127</u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION**BALANCE SHEET****AS AT 31ST DECEMBER 2023**

2022		2023	
£	Funds	£	£
1,235,850	General Fund Reserve		1,347,825
	Benevolent Funds:		
13,071	No.3 Region	13,071	
3,938	No.5 Region	4,287	
4,098	No.7 Region	4,785	
<u>21,107</u>		<u></u>	22,143
2,197	North Eastern Social Fund Reserve		2,127
17,810	Political Fund Reserve		20,134
(3,168,000)	Pension Fund Reserve		(3,221,000)
<u>(1,891,036)</u>		<u></u>	<u>(1,828,771)</u>
	Represented by:		
	Fixed Assets (per Schedule IV)		
49,497	Freehold property	24,958	
1,693	Leasehold property	846	
78	Office furniture and equipment	–	
8,575	Computer equipment	14,756	
–	Motor cars	–	
<u>59,843</u>		<u></u>	40,560
1,083,822	Investments (per Schedule V)		1,131,927
<u>1,143,665</u>		<u></u>	<u>1,172,487</u>
	Current Assets		
43,408	Contributions receivable	41,065	
156,553	Other debtors and prepayments	252,311	
	Balances at bank (including Benevolent and Social Funds):		
13,071	Bank deposit accounts	13,071	
113,941	Bank current accounts	123,096	
1,612	Cash in hand	926	
<u>328,585</u>	Carried forward	<u>430,469</u>	<u>1,172,487</u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
BALANCE SHEET
AS AT 31ST DECEMBER 2023

2022		2023	
£		£	£
742,018	Brought forward	430,469	1,172,487
Less: Current Liabilities			
195,286	Creditors and accruals	210,727	
133,299	Net Current Assets/(Liabilities)		219,742
1,276,964	Net Assets Excluding Pension Asset		1,392,229
(3,168,000)	Pension Asset/(Liability)		(3,221,000)
<u>(1,891,036)</u>	Net Assets Including Pension Asset/(Liability)		<u>(1,828,771)</u>

S. Woolley General Secretary
for and on behalf of the
Executive Council

8th May 2023

THE BAKERS FOOD AND ALLIED WORKERS' UNION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

1. Accounting policies

The following accounting policies have been applied consistently in dealing with the items that are considered material in relation to the Union's accounts.

- a) The financial statements have been prepared under the historical cost convention and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland.
- b) Income and Expenditure is accounted for on the accruals basis, provision being made for contributions receivable for the period to 31st December, but not received by the year end and also for other accrued income and expenditure.

- c) Fixed assets are depreciated down to their residual value over their estimated useful life as follows:

Freehold property	<i>Fifty years from the date of purchase or valuation</i>
Leasehold property	<i>Forty years</i>
Motor cars	<i>Two years</i>
Office and computer equipment	<i>Two and a half years</i>

- d) Investments (Fixed asset investments) in listed company shares are remeasured to market value at each Balance Sheet date. Gains and losses on remeasurement are recognised in the income and expenditure account for the period.
- e) Pension costs (see note 6)
- f) Operating lease rentals are charged on a straight line basis over the lease term.
- g) Legal income is measured as the fair value of the consideration received or receivable. Legal income is recognised in the period in which the legal defence and compensation claims are settled in the Union's favour, only at this stage can income be reliably measured. The Union accounts for costs and disbursements as incurred and for refunded disbursements as received.
- h) Government Grants received are netted off against the direct expenditure incurred on each of the projects. In the case of the Union Learning Fund, a grant has been provided to cover the full cost of the project.
- i) Financial instruments are classified and accounted for, according to the substance of the contractual arrangement, as either financial assets, financial liabilities.

2. Fixed Assets

All freehold property is stated at cost less depreciation to date.

Movements on fixed assets are disclosed in Schedule IV.

3. Judgements in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires the directors to make judgements, estimates and assumptions that can affect the amounts reported for assets and liabilities, and the results for the year. The nature of estimation is such though that actual outcomes could differ significantly from those estimates.

The following judgements have had the most significant impact on amounts recognised in the financial statements:

Pension Scheme

Values are determined using the actuarial valuations. The actuarial valuation involves making assumptions about discount rates, future salary increases, mortality rates and future pension increases are used in calculating scheme assets and liabilities. Due to the complexity of the valuation, the underlying assumptions and the long term nature of these plans, such estimates are subject to significant uncertainty. After taking appropriate professional advice, management determines the appropriate discount rate at the end of each reporting period. This is the interest rate that should be used to determine the present value of estimated future cash outflows to be required to settle the pension obligations.

THE BAKERS FOOD AND ALLIED WORKERS' UNION

NOTES TO THE ACCOUNTS

FOR THE YEAR ENDED 31 DECEMBER 2023

4. Contingent Liabilities

As at the year end the Union was administering ongoing legal cases on behalf of its members. For cases lodged the Union may receive legal income in relation to cases with a successful outcome, and will incur legal costs in relation to the ongoing cases. Legal costs are recognised only when they can be reliably measured which is usually at the conclusion of each case. Contingent liabilities are not recognised in the financial statements in respect of legal cases still in progress, as the outcome of such cases cannot be reliably predicted and the associated legal costs cannot be reliably measured.

5. Operating Lease Commitments

At the Financial year end, The Union had future minimum lease payments under non-cancellable operating leases as follows:

	2023			2022		
	£	£	£	£	£	£
	Motor cars	Office equipment	Land and buildings	Motor cars	Office equipment	Land and buildings
Not later than one year	76,496	23,996	9,414	71,098	24,063	5,339
One to two years	39,059	23,583	9,414	50,173	23,583	–
Two to five years	8,311	17,688	4,707	12,737	41,271	–
The charge against income for the year was	84,147	26,729	20,244	80,074	26,951	19,399

6. Pension costs

The Union operates a UK registered trust-based pension scheme that provides defined benefits. For service up to 31 May 2011, pension benefits are linked to the members' final salaries and service up to 31 May 2011 (or date of leaving if earlier). From 1 June 2011, pension benefits are built up on a Career Averaged Revalued Earnings (CARE) basis, where benefits are linked to members' salaries in each year and increased to retirement broadly in line with inflation.

The Trustees are responsible for running the Scheme in accordance with the Scheme's Trust Deed and Rules, which sets out their powers. The Trustees of the Scheme are required to act in the best interests of the beneficiaries of the Scheme.

There are three categories of pension scheme members:

- **Active members:** currently employed by the Union
- **Deferred members:** former active members of the Union and not yet in receipt of a pension
- **Pensioner members:** in receipt of pension.

The Trustees are required to carry out an actuarial valuation every 3 years.

An actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustees as at 31 December 2021. This valuation revealed a funding shortfall of £3,008,000. Following this valuation, the Union has agreed to pay annual contributions of 19.2% of members' pensionable salaries (less the member's contribution) with effect from 1 April 2023.

THE BAKERS FOOD AND ALLIED WORKERS' UNION
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

6. Pension costs (continued)

The Union has also agreed to pay contributions towards the funding shortfall in the Scheme, expenses and PPF levy of £268,000 per annum from 1 April 2023 to 31 December 2034.

The Union therefore expects to pay £401,000 to the Scheme during the accounting year beginning 1 January 2024.

The results for the most recent formal actuarial valuation as at 31 December 2021 have been updated to 31 December 2023 by a qualified independent actuary. The assumptions used were as follows:

	Year ended 31/12/23	Year ended 31/12/22
Significant actuarial assumptions	pa	pa
Discount rate	4.60%	4.90%
Retail prices inflation (RPI)	3.05%	3.15%
Consumer prices inflation (CPI)	2.65%	2.70%
Other actuarial assumptions		
Salary increases	2.65%	2.70%
Pension increases:		
Pre 88 GMP	2.30%	2.30%
Pre 1 June 2011	3.00%	3.10%
Post 31 May 2011	2.65%	2.70%
CARE revaluation:		
Active members	3.05%	3.15%
Deferred members	2.65%	2.70%
Revaluation of deferred pensions in excess of GMP	3.05%	3.15%

Mortality assumptions

Description	Year ended 31/12/23	Year ended 31/12/22
Mortality (pre-retirement)	As per post-retirement	As per post-retirement
Mortality (post-retirement)	S3PA CMI 2022 [1%] (yob) rated up by 1 year	S3PA CMI 2021 [1%] (yob) rated up by 1 year

Life expectancies (in years)

	Year ended 31/12/23		Year ended 31/12/22	
	Male	Female	Male	Female
For an individual aged 65 at the year end	20.30	22.10	20.80	22.60
At age 65 for an individual aged 45 at the year end	21.20	23.20	21.70	23.70

THE BAKERS FOOD AND ALLIED WORKERS' UNION
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

6. Pension costs (continued)

Assets

The fair value of the assets of the Scheme were:

Asset Class	Year ended 31/12/23 Mkt value £'000	Year ended 31/12/22 Mkt value £'000
Equities/Growth Assets	2,717	2,885
Liability driven investments	1,654	1,426
Trustee bank account	7	49
Sundry debtors & creditors	40	32
Owed to the Union	(20)	(20)
Insured annuities	87	83
	4,485	4,445

The return on the asset was:

Asset Class	£'000	£'000
Interest income	213	125
Return on assets less interest income	41	(2,203)
Total return on assets	254	(2,078)

There have been no amendments, curtailments or settlements over the accounting period

7 Reconciliation of Movement in Members' Funds

Reconciliation of Movement in Members' Funds	2023 £	2022 £
Member's Funds Brought Forward (as restated)	(1,891,036)	(2,393,820)
Surplus/(Deficit) on General Fund	111,975	(511,801)
Movement ((deficit)/surplus) on Pension Fund Reserve	(53,000)	1,011,000
(Deficit)/surplus on Political Fund	2,324	4,259
(Deficit)/Surplus on Benevolent Funds	1,036	(638)
(Deficit)/Surplus on North Eastern Social Fund	(70)	(36)
Member's Funds Carried Forward	(1,828,771)	(1,891,036)

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2022		2023
£		£
	(I) Benefits, Grants and Legal Services	
2,025	Funeral grants	2,475
4,500	Free card grants	3,150
2,500	Fatal accident claims	–
5,315	Sundry grants (members and charities)	10,228
9,633	Legal defence costs incurred in period	35,222
18,501	Sickness benefits	20,201
–	Unemployment benefits	60
<u>42,474</u>		<u>71,336</u>
	(II) Trade Unions and Other Affiliations	
29,742	IUF UITA IUL and EFFATT	31,638
18,868	GFTU	17,824
51,897	Trades Union Congress fees	49,446
10,239	Affiliation fees & contributions to industrial committees	5,581
<u>110,746</u>		<u>104,489</u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2023

2022 £		2023 £
	(III) Working Expenses and Other Outgoings	
62,743	Collectors' commission	58,775
91,373	Branch secretaries	88,628
956,504	Salaries and National Insurance	970,097
314,037	Retirement Benefits Scheme contributions	331,820
50,000	Retirement Benefits Scheme admin costs	65,000
116,919	Car costs	126,802
12,728	Organising expenses	29,348
79,107	Rent, rates, light and heat	79,204
59,502	Insurances (including cars)	64,891
75,142	Repairs, maintenance and equipment leasing	40,939
8,713	Cleaning and miscellaneous	12,082
19,536	Telephone	18,798
11,736	Printing, stationery and publications	15,204
24,746	'FoodWorker' printing and distribution costs	24,315
10,480	Promotion	2,333
4,642	Postage	5,340
154,261	Computer expenses and website	145,650
40,527	Officials' and delegates' expenses	46,290
133	Balloting	19,490
2,559	Health and Safety Expenses	5,262
11,760	Training	2,868
91,387	Expenses of Conference of the Union	80,819
59,280	Audit, accountancy and special services	60,295
54,467	Legal and professional expenses (non-member defences)	47,172
14,385	Bank charges and interest	14,538
16,088	Investment manager charges	17,145
14,507	Sickness and health insurance	12,778
118,208	VAT on above expenses	121,101
–	Corporation Tax	34,287
	Depreciation (Note 1c)	
233	Office furniture and equipment	77
10,472	Computer equipment	10,173
847	Amortisation of leasehold property (Note 1c)	847
2,487,022		2,552,368

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST DECEMBER 2023

	Stanborough £	Tottenham £	Cardiff £	Total £
(IV) Fixed Assets				
(a) Freehold Property				
Cost (Note 2)				
As at 1st January 2023	135,123	33,770	42,718	211,611
Additions	–	–	–	–
Disposals	–	(33,770)	(42,718)	(76,488)
As at 31st December 2023	<u>135,123</u>	<u>–</u>	<u>–</u>	<u>135,123</u>
Depreciation				
As at 1st January 2023	110,165	23,876	28,073	162,114
Charge for the year	–	–	–	–
Disposals	–	(23,876)	(28,073)	(51,949)
As at 31st December 2023	<u>110,165</u>	<u>–</u>	<u>–</u>	<u>110,165</u>
Net Book Value				
As at 31st December 2023	<u>24,958</u>	<u>–</u>	<u>–</u>	<u>24,958</u>
As at 31st December 2022	<u>24,958</u>	<u>9,894</u>	<u>14,645</u>	<u>49,497</u>

The Union has agreed to provide a contingent security in favour of the Bakers, Food and Allied Workers' Union Retirement Benefits Scheme by way of a first legal charge over the Stanborough House property.

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST DECEMBER 2023

(IV) Fixed Assets (continued)

(b) Leasehold Property

	Manchester		
	£		
Cost			
As at 1st January 2023 and 31st December 2023	33,884		
Depreciation			
As at 1st January 2023	32,191		
Charge for the year	847		
As at 31st December 2023	33,038		
Net Book Value			
As at 31st December 2023	846		
As at 31st December 2022	1,693		
	Office		
	Equipment	Computer	
	and Furniture	Equipment	Motor Cars
	£	£	£
Cost			
As at 1st January 2023	2,930	50,542	–
Additions in year	–	16,354	23,950
Disposals/retirements in year	–	–	(23,950)
As at 31st December 2023	2,930	66,896	–
Depreciation			
As at 1st January 2023	2,852	41,967	–
Charge for the year	78	10,173	–
Depreciation on disposals/retirements	–	–	–
As at 31st December 2023	2,930	52,140	–
Net Book Value			
As at 31st December 2023	–	14,756	–
As at 31st December 2022	78	8,575	–

THE BAKERS FOOD AND ALLIED WORKERS' UNION
SCHEDULES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST DECEMBER 2023

2022		2023
£		£
	(V) Fixed Asset Investments	
	Quoted Investments	
1,494,304	Market value brought forward	1,083,522
1,009,713	Additions	3,671,821
(1,052,372)	Disposals	(3,685,629)
(200,000)	(Withdrawals)/deposits	–
(168,123)	Increase/(decrease) in market value	61,913
<u>1,083,522</u>	Market value carry forward	<u>1,131,627</u>
	Other Unquoted Loans and Loan Stock	
300	Market value brought forward	300
–	Increase/(decrease) in market value	–
<u>300</u>	Market value carry forward	<u>300</u>
<u><u>1,083,822</u></u>	Total Fixed Asset Investments	<u><u>1,131,927</u></u>

THE BAKERS FOOD AND ALLIED WORKERS' UNION
STATEMENT OF EXECUTIVE COUNCIL RESPONSIBILITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023

Trade Union law as augmented by the Union's Rules requires The Executive Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Union and of the income and expenditure of the Union for that period. In preparing those financial statements The Executive Council are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Union will continue in operation.

The General Secretary on behalf of The Executive Council is responsible for keeping proper accounting records with respect to the Union's transactions and its assets and liabilities and for establishing and maintaining a satisfactory system of control over its accounting records, its cash holdings and all its receipts and remittances to enable them to ensure that the financial statements comply with the **Trade Union and Labour Relations (Consolidation) Act 1992** (Amended). The Executive Council is also responsible for safeguarding the assets of the Union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as The Executive Council is aware:

- There is no relevant audit information of which the auditors are unaware
and
- The Executive Council have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

S. Woolley General Secretary
for and on behalf of the
Executive Council

8th May 2023

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION

FOR THE YEAR ENDED 31 DECEMBER 2023

Opinion

We have audited the financial statements on pages 1 to 15 of Bakers, Food and Allied Workers Union (the 'Union') for the year ended 31 December 2023. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the Union's affairs as at 31 December 2023 and of its surplus for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the **Trade Union and Labour Relations (Consolidation) Act 1992**.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that The Executive Council's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of The Executive Council with respect to going concern are described in the relevant sections of this report.

Other information

The Executive Council are responsible for the other information. The other information comprises the information included in the Annual Report of The Executive Council, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Union and its environment obtained in the course of the audit, we have not identified material misstatements in The Executive Council's report.

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION

FOR THE YEAR ENDED 31 DECEMBER 2023

We have nothing to report in respect of the following matters where the **Trade Union and Labour Relations Act 1992** requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures within the form AR21 of Officers' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Executive Council

As explained more fully in The Executive Council's responsibilities statement on page 16, The Executive Council are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as The Executive Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, The Executive Council are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless The Executive Council either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Capability of the audit in detecting irregularities, including fraud

Based on our understanding of the Trade Union, and through discussion with The Executive Council and other management (as required by auditing standards), we identified that the principal risks of non-compliance with laws and regulations related to health and safety and employment law. We considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the **Trade Union Act 2016** and **Labour Relations (Consolidation) Act 1992** (Amended). We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit. We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to posting inappropriate journal entries to increase income or reduce expenditure and management bias in accounting estimates and judgemental areas of the financial statements.

Audit procedures performed by the engagement team included:

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety) and fraud, and review of the reports made by management; and
- Assessment of identified fraud risk factors; and
- Challenging assumptions and judgements forming the bases of significant accounting estimates; and
- Performing analytical procedures to identify any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud; and
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business; and

INDEPENDENT AUDITORS' REPORT

TO THE MEMBERS OF BAKERS, FOOD & ALLIED WORKERS' UNION

FOR THE YEAR ENDED 31 December 2023

- Reading minutes of meetings of those charged with governance and reviewing correspondence with relevant tax and regulatory authorities; and
- Review of significant and unusual transactions and evaluation of the underlying financial rationale supporting the transactions; and
- Obtaining a bank audit letter at the reporting date to verify the cash at bank balances; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by The Executive Council.
- Conclude on the appropriateness of The Executive Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Union to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the Union's members, as a body, in accordance with the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Springfield House
Springfield Road
Horsham
West Sussex, RH12 2RG

Kreston Reeves LLP
Chartered Accountants
& Statutory Auditors
Date: May 7th 2023

