

BECTU ANNUAL CONFERENCE 2009

**De Vere Royal Bath Hotel, Bournemouth
Saturday 25 April 2009**

REPORT OF THE NATIONAL EXECUTIVE COMMITTEE (PRELIMINARY VERSION)¹

The National Executive Committee

- 1 Elections were held in January to March 2008 for the President and divisional representatives on the National Executive Committee (NEC) for the 2008-2010 term of office. There was only one candidate nominated as President, and Tony Lennon was therefore re-elected unopposed. In the Arts & Entertainment, Independent Broadcasting, London Production and Regional Production divisions, the number of candidates nominated equalled the number of places available, and those candidates were therefore elected unopposed. These results were reported in Branch Circular 749.
- 2 A ballot was required in the BBC division, where the number of candidates nominated was greater than the number of places available. The result was reported in Branch Circular 750. One candidate elected to represent the London Production division decided not to take up her seat, and a by-election was therefore held. The result was reported in Branch Circular 754. One candidate elected to represent the Arts & Entertainment division resigned in order to take up a secondment as a National Official of the union, and a by-election was held. The result was reported in Branch Circular 757.
- 3 At its meeting on 1 June 2008 the NEC elected the Vice President and Treasurer from among its members in accordance with rule 33(b). These, together with the President, form the General Officers of the union.
- 4 The National Executive Committee for the 2008-2010 term of office therefore comprises Tony Lennon (President), Lawrence Van Reiss (Vice President), Douglas McGill (Treasurer), Tunji Akinsehinwa, Jack Amos, Christine Bond, Peter Cox, Michael Dick, Alastair Hendrie, Jo Livesey, Willis McBriar, Jane Perry, Mark Rivers, Milton Robinson, Robert Scott and David Smith.
- 5 Since the close of conference on 10 May 2008 the NEC has met on 1 June 2008, 13 July 2008, 17 August 2008, 28 September 2008, 9 November 2008, 14 December 2008, 25 January 2009 and 8 March 2009.

¹ Corrections or updates may be made to this document when it is printed in the conference agenda. These will be indicated by footnotes. Paragraph numbering will not be affected.

Obituaries

- 6 The union's journal up to the March 2009 issue had recorded that the following members and/or employees of BECTU or its founder unions have passed away during the course of the year: Arthur Leach, Arthur Hatherall, Philip Knowles, Roy Byrne, Francis Coleman, Beti Parry, Dennis Pratt, Peggy Elvin, Frank Gel, Dave Farline, John Ketteringham, Denis Groutage, Luther Keith Desmond, Rosie Russon, John Graham, William (Bill) Bush, Michael Hickey, Denys Coppard, Paul Cunliffe, Mark Collisson, Campbell I. McKintosh.

Conference

- 7 The minutes of the 2008 rules revision and annual conference held in Liverpool on 9 and 10 May 2008 were circulated to branches on 16 May 2008. Propositions carried and remitted at the 2008 conference and the manner in which the NEC has dealt with them are given in **Appendix A** to this report or are reported in this report itself.
- 8 Following the successful introduction in 2008 of the new conference format agreed by conference 2007, this year's conference will also include workshop sessions. The topics are employment rights/employment tribunals and countering casualisation/collective freelance organisation. The time for these is found by taking the NEC's report to conference 'as read', except where notice has been given of a delegation's intention to speak on specific paragraphs.
- 9 As explained in Appendix A the NEC remains unable to find conference venues outside England that are cost-effective. While venue costs may be attractive, logistical and travel costs render them prohibitive. The NEC has therefore agreed to hold the 2010 annual conference in Bournemouth, as the De Vere Royal Bath Hotel has offered the same terms as for 2009.
- 10 Following a rule change agreed at the 2008 conference permitting branches to adopt alternative means of communication and consultation with their members, model branch by-laws were circulated on 15 July 2008 in Branch Circular 752.
- 11 All the rule changes agreed at the 2008 conference were incorporated in a new edition of the rule book published on the union's website and in hard copy in September 2008. Since publication branch secretaries and all new members have received the latest edition, and existing members can receive copies on request.

Other events

- 12 The NEC has agreed that fairs, not Freelance Fairs but fairs for all members, should be held in Cardiff in March and Belfast in May 2009. Where non-members attend they will be asked to pay a charge of £10.

Disciplinary and Appeals Committees

- 13 The Disciplinary Committee should comprise a main representative and reserve, and a second representative and reserve, nominated by each of the union's five

divisional committees. In practice not all divisions have been able to nominate four members. However, it has not been necessary to convene a Disciplinary Committee since December 2003.

- 14 The Appeals Committee should comprise five members elected by the delegates at each annual conference of the union. Tony De Rance, Mark Rivers and Kate Walker were the only candidates nominated by branches for election at the 2008 conference. Mark Rivers was subsequently elected to the NEC and became ineligible to be a member of the Appeals Committee. As provided by rule 26(c) branches were invited to submit further nominations, as a result of which Roger Danes, Martin Medina and Winston Phillips were duly elected to join Tony De Rance and Kate Walker on the Appeals Committee. At the time of writing it has not been necessary for the Appeals Committee to meet.

Interpretation of rules

- 15 The NEC decided at its meeting on 28 September 2008 that candidates nominated for election to the National Executive Committee and other offices in the union shall be required to affirm their consent to being identified in the union's normal means of communication, including the website and journal, in connection with the election. Rule 33(e) and other rules governing elections are to be interpreted accordingly.

DIVISIONAL OVERVIEW

Arts & Entertainment division

Theatres

- 16 Once again the theatre industry enjoyed a successful year for ticket sales in 2008, particularly in the West End. However in the subsidised sector we also experienced the negative impact of Arts Council grant increases set at below the rate of inflation, coupled with the effects of the squeeze on local authority funding from central government. It is likely that this situation will be made worse by funds being diverted away from the arts to help fund the 2012 London Olympic games.
- 17 Negotiations with the Theatrical Management (TMA), the employers' association representing the vast majority of UK large-scale theatres, resulted in a 3.5% increase on the minimum rates contained within the collective agreement, a 3% increase on all other ancillary rates, and a further 0.5% in matched employers' minimum pension contribution. There were again problems when a number of theatres and arts centres refused to increase rates above the minima by the same percentage, particularly within theatres managed by LiveNation where the pay dispute resulted in successful mandates for industrial action following ballots of the membership. As a consequence of the determination shown by members, the company agreed that henceforth all staff would receive the same percentage pay increase.
- 18 The work of the BECTU/TMA Joint Working Party (JWP) on theatre get-outs continued throughout 2008. The JWP was set up as a consequence of concerns

about workers' health and safety caused by long hours of work and inadequate rest breaks. It is likely that the JWP will recommend a Code of Conduct which will include a mandatory minimum eight hour rest period; a zero tolerance approach to drugs and alcohol; guidelines for loading and unloading vehicles and for working at height; and mandatory UK-wide induction training for new staff. If implemented, the changes to working practices may lead to a change in performance pattern away from the Monday to Saturday norm towards a Tuesday to Sunday pattern.

- 19 During 2008 within West End theatres, the employers' association SOLT and BECTU continued to work in partnership on developing a skills-based pay and grading structure within the collective agreement which it was hoped would address the concerns of members, producers and theatre owners. The input of BECTU's Training and Education department has been invaluable during this process. To facilitate the collaborative work being done on the collective agreement, a 4.8% increase on the minimum rates was agreed.
- 20 The impact of Arts Council grants being set at less than the rate of inflation was most keenly felt within the National Houses. At the Royal Opera House a 4.5% pay increase covering a 17-month period was agreed, while the annual pay negotiations at the Royal Shakespeare Company yielded a 3.5% increase. Negotiations at English National Opera saw the management increase its original offer of 2.7% to 3.2%, which was unanimously accepted. Protracted negotiations at the National Theatre resulted in a general 3.25% pay increase, although a two-year deal for catering and front of house staff resulted in a 17.6% increase which set minimum rates of pay above the London Living Wage. The other main focus at the National concerned the departmental arrangements for staff working Sunday performances which were generally successfully negotiated.
- 21 Venues not covered by the main collective agreements, i.e. arts centres, some regional theatres and independent cinemas, concluded local pay negotiations resulting in increases usually in the 3% to 4% range.

Cinemas

- 22 BECTU retains recognition for projection staff within Odeon and ex-UGC Cineworld cinemas. While our membership density within both companies remains high, the move towards digitalisation will almost certainly lead to a reduction in the number of projectionists employed in the industry. The two subdivisional committees (SDCs) have been charged with the responsibility of discussing with the company how the traditional projectionist role can be developed in order to maximise future employment opportunities as it is estimated that half of current projectionist posts will be redundant in a few years time.
- 23 In 2008 a long-running payroll dispute with Odeon Cinemas concerning salary pay dates was eventually resolved after a conciliation committee comprising senior Odeon executives and BECTU officials negotiated a compromise that was accepted by members in a consultative ballot. The dispute delayed the commencement of annual pay negotiations but after 95% of members had rejected a 2.1% pay offer a two-year pay deal was agreed. This allowed for 2.7% increases

with effect from 1 January 2008 followed by a 3% increase with effect from 1 January 2009.

BBC division

- 24 BBC members voted, as part of an overall package, to accept the second part of the two-year pay offer of 2% in 2008. A pay claim will be submitted as normal for 2009. A similar two-year pay agreement was reached in BBC Resources Ltd, with the pay anniversary date being moved to 1 August.
- 25 During 2008, following a poor licence fee settlement, the negotiations on the consequential job cuts continued. Compulsory redundancies were kept to a minimum and a number of members were resettled. However the proposal to create 'BBC local' was rejected by the BBC Trust under the public value test. Therefore an estimated 700 new jobs have not been created. It is not clear what impact that will have on our members but it is likely to mean more redundancies.
- 26 The BBC had planned to sell the whole of BBC Resources Ltd. However they were unable to sell post production and studios which remain in house, but are now subject to proposed cuts. TV Outside Broadcasts has been sold to Satellite Information Service Ltd and protection of terms and conditions and of pensions was secured.
- 27 In a welcome development and following a lot of hard work by members and officials a voluntary recognition agreement was reached for freelance members working on *Eastenders*.

Independent Broadcasting division

- 28 ITV plc has had a further turbulent year as advertising revenues continue to decline: a decline accelerated by the global economic financial crisis. The company's share price during a significant part of 2008 hovered between 25 and 45 pence. The year has been dominated by redundancies: nearly 100 across resources and 3SixtyMedia, over 100 as a result of the company's 21st Century Finance proposals, 26 in Factuals in Manchester, nearly 20 at The London Studios and a number in Regional Affairs.
- 29 During the autumn, Ofcom made its pronouncement in respect of Regional News, allowing ITV to reduce its current 17 regional news programmes down to just nine effective from early in 2009. As a consequence, 431 redundancies were announced across regional news. ITV has indicated that in total it intends to reduce further, the headcount through 2009 by up to 1,000, albeit this figure includes the 431 in Regional News.
- 30 As a result of Ofcom's proposals, ITV Wales decided they would reduce the workforce by 17.5 posts. There is to be a dramatic reduction in ITV Wales' non-news programming which it is proposed will be cut from four hours per week to 1.5 hours per week.

- 31 ITV gave BECTU notice in November of its wish to renege on the second part of the two-year pay deal. If implemented this would have triggered a 4.2% increase for members. Following consultations with members, it was agreed to meet the company and enter into further discussion.
- 32 In other areas of the IB division excluding Arqiva, which will be dealt with separately, we continued to represent our members collectively. There have been discussions with the ITFC on the implications of the reductions in ITV Regional News on sub-titling. A series of meetings with Clearcast (formerly the BACC) is under way on pay and looking at the recognition agreement. There have been meetings with Virgin Media on pay with a 3% settlement. Currently BECTU is in consultation with Virgin Media management over a proposal to reduce the headcount by up to 2,200 over the next two to three years. The company has indicated that it wishes to achieve the reductions through natural attrition but compulsory redundancies have not been ruled out. There have been 150 redundancies across Channel 4 with most occurring outside BECTU's recognised area, however we have been supporting, on an individual basis, those members affected. There was also a TUPE transfer of the payout staff to RedBee Media.
- 33 UTV attempted to force through redundancies but were forced to negotiate following a successful political campaign, which involved all political parties in the province. BECTU and the NUJ gave evidence to the Culture, Arts and Leisure Committee of the Northern Ireland Assembly.
- 34 Over the year 120 staff have been made redundant across both production and support at STV. This includes 25 OB staff (due to the company withdrawing from the outside broadcast business) and a further 14 jobs lost due to Setanta Sports now dry-hiring facilities. While many of the total number were voluntary there were a number of compulsory redundancies. The Scottish office of the union has provided support for members.
- 35 David Donovan from BECTU's Cardiff office has been servicing S4C including participating in the S4C review. As part of the review we have been negotiating the inclusion of a redundancy policy into the agreement.
- 36 There have been ongoing consultations over the move of ITV Transmission to new facilities at Chiswick Park owned by TNS (Technicolor Network Services formerly Southern Transmission). There has also been a CAC (Central Arbitration Committee) application for continued recognition submitted on behalf of TNS members, once the transfer to Chiswick Park is completed. Cable and satellite and independent local radio have all been affected by redundancies and BECTU has been supporting members in each of these areas.
- 37 Arqiva has now become the sole provider of terrestrial analogue and digital TV services in the UK following its acquisition of NGW (National Grid Wireless). Currently the businesses are being integrated, which has resulted in up to 450 posts being made redundant across all areas of the business. As a consequence of the merger, NGW and VTC members formerly part of the BBC division have been transferred across to the IB division.

- 38 The IB division records its thanks to officials Feyi Raimi-Abraham and Lou George who left in September and December 2008 respectively. The division welcomes Gerry Carr who joined on 1 December 2008.

London and Regional Production divisions

- 39 Despite the chronic uncertainty pervading broadcasting, film and commercials, the London and Regional Production divisions have continued to expand the union's industrial influence. This includes new collective agreements with employers, and the successful establishment of union rates and conditions as industry benchmarks. Our strategy of publishing ratecards of freelance going rates appears to be working and will continue.
- 40 In the BBC, our headline achievement in 2008 has been the successful freelance recognition campaign on *Eastenders*. This was an exemplary campaign in which staff and freelance officials, reps and members worked together for a successful outcome. We have also been active on other BBC continuing dramas and soaps, addressing long-standing pay grievances on *Casualty* and successfully campaigning to keep *Doctors* in Birmingham.
- 41 During the year the union has negotiated freelance pay rises at BBC Scotland and the Natural History Unit, and at the time of writing is in pay talks on behalf of freelances working for BBC Resources Ltd.
- 42 In ITV our focus is on the continuing dramas/soaps based in the north of England, and especially on *Emmerdale*, where in October 2008 a freelance recognition campaign was launched. The petition immediately attracted massive support. We hope to be able to report further progress at annual conference.
- 43 In the independent production sector our key relationship is with the independents' trade association PACT. We have reported at previous conferences that, although the PACT/BECTU Freelance Production Agreement acts as a minimum-terms benchmark, most producers choose to ignore it. We have responded in two ways. Firstly, we have sought to negotiate genre-specific collective agreements with PACT, tailored to particular types of production. The TV Factual Agreement negotiated in 2007 was the first of these and appears to be working. Secondly, we publish an expanding range of recommended freelance going rates on the BECTU website. These are deliberately made available to employers and non-members so as to maximise their impact in the freelance labour market. They are popular with freelance members and in some areas have directly contributed to increases in freelance rates.
- 44 In the facilities sector we have collective agreements with Satellite Information Services in respect of freelance outside broadcast technicians; and with Panalux in respect of film and TV lighting technicians.
- 45 The film industry has had a disappointing year. According to the UK Film Council there were 111 film starts with a total investment of £578m as compared to 126 starts and £711m investment in 2007. As ever, although the number of inward-investment films backed by US studios looks modest, the fact that they tend to be

big-budget productions means that they represent a disproportionate amount of total spending in the UK film industry.

- 46 Last year we reported difficult negotiations, including a temporary breakdown, on the Construction Crews Agreement. As expected, the same issues came back in 2008. We therefore proposed a reference to ACAS and this led to a very satisfactory outcome: the employers withdrew their most provocative proposals, and we got a three-deal deal starting with an RPI pay rise in the first year.
- 47 The background artiste members of the FAA subdivision have over the years forged a valuable relationship with PACT and the agents that operate in our sector. As a result this has helped establish a proper and effective collective agreement that visibly works. The negotiating committee has achieved an RPI increase in almost every year since 2000. A further 5% increase in the rates was secured for the current year.
- 48 In 2007 talks on a collective agreement for freelance lighting technicians on major feature films broke down at the last minute. Since then we have promulgated union-endorsed rates and these were accepted by producers until mid-2008 when one US-studio-backed film refused to pay. Following a consultative ballot on industrial action we fast-tracked talks with PACT on re-instituting the collective agreement and the non-compliant film undertook to pay the rate.
- 49 In the laboratories sector the single most important development has been the merger of the two labs owned by Ascent Media/Soho Images and Todd-AO – into a single laboratory re-branded as Soho Film Lab. Several members were made redundant but BECTU continues to be the recognised union in the new lab. During 2008 Technicolor film lab moved from its longstanding home at West Drayton to the Pinewood Studios site. According to industry rumour, Rank film lab may follow them to Pinewood. Our other major collective agreement in this sector is with the BFI/National Film and Television Archive.
- 50 In commercials we continue to advise and represent members on individual contracts, and some well-organised Branches (Grips, Lighting Technicians, Riggers) successfully set and defend their own rates.

Joint Industry Grading Scheme

- 51 BECTU continues to play an active role in the Joint Industry Grading Scheme (JIGS) Ltd. This is a company limited by guarantee which provides a legal framework for grading schemes in safety-critical disciplines involving members of BECTU (Special Effects and Riggers) and Equity (Stunts). Issues tackled over the past year have included clarifying the status of so-called 'Stunt Riggers' and their relationship to the Riggers grading scheme.

Directors

- 52 Last year we reported that the film and TV Directors' collecting society DPRS had changed its name to Directors-UK and was seeking to broaden its activities to include discussion of directors' pay and contracts with employers. We additionally

stated that, while seeking a good working relationship with them, we would strenuously oppose any move on their part to set up a rival trade union.

- 53 We can now report that this has been avoided. We have reached a formal agreement with Directors-UK, signed off by BECTU's NEC and their board, which accepts their right to have discussions on pay and contracts insofar as these affect directors alone and insofar as they do not cut across BECTU's collective agreements. Most importantly, Directors-UK has stated that it is not, and does seek to become, a trade union.

Skillset

- 54 During 2008 Skillset, the sector skills council for broadcasting, film and interactive media, expanded yet again by acquiring the print and publishing sector. This led to a reappraisal of its structures, and after much discussion it was decided to create a new small Executive Board, while simultaneously giving more status and resources to the sector-specific and national committees. There is a single trade union Executive Board member, representing and nominated by the Federation of Entertainment Unions. The current nominee is Christine Payne, General Secretary of Equity.
- 55 The new structure should give more practical influence to BECTU through our participation on the sector-specific and national committees. We are represented on national committees covering Wales and Scotland, and sectoral committees covering film, television, computer games, facilities, and qualifications/standards.

RECRUITMENT AND RETENTION

Introduction

- 56 The Recruitment, Retention and Training strategy for 2009 has been compiled in consultation with the two Assistant General Secretaries, the Supervisory Officials who also consulted the National Officials, the Training Officer and the Communications Officer. AGS Luke Crawley has overseen this part of the report
- 57 Setting divisional targets has now been long-standing as has the draft training programme. However this year we wish to place greater emphasis on retention. You will see from the chart below that retaining members is of equal importance to recruiting new members. Based upon the first nine months' figures for 2008 we are on target to recruit approximately 4,200 members but we are also likely to have leavers of around 4,500 members. If you look at the data from 2001, you will see that there has been on average 4,925 members joining the union each year but on average 5,181 members left each year. Our research has shown that in the past we had very few cessations due to dissatisfaction with the service provided. A majority of cessations are due to retirement and leaving the industry.
- 58 In addition for several years we had the added problem of constant redundancies especially in the BBC and Independent Broadcasting divisions. Significant efforts are being made to translate these staff members into freelance members. The take-

up is not particularly high and we now intend to deal with this in a more strategic and analytical way. The efforts that have been made in the last few years have shown that the number of members leaving the union, which was around the 5,400 mark in 2001-2004, has been under 5,000 in each of the last three years, and is also likely to be significantly under that figure this year. It is because of these efforts that the effects of the union's income is not as great as it would be if all redundancies took place without a significant number remaining as freelance members.

Year	Joiners	Leavers	Gain or loss
2001	4811	5559	-748
2002	4673	5235	-562
2003	4575	5410	-835
2004	5287	5334	-47
2005	5991	4842	+1149
2006	4531	4950	-419
2007	4604	4938	-334

- 59 Each month the NEC and the divisional committees receive reports on the joiners and leavers for that month, and also the branch analysis which provides the total number of members in each branch, division and ultimately in the union. However these figures are inflated because our rules allow for individuals to remain in membership of the union for up to six months after they have made their last payment. Even though there is a well documented way of communicating with these members during that six month period which includes three letters advising them of their membership status, it may become appropriate for us to create an 'in arrears' branch in each division, with members who have stopped paying subscriptions being put into that branch as soon as we are aware of their position.
- 60 The overall recruitment strategies for each of the divisions have been worked out in significant detail and have taken on board known redundancies and closures. Educated guesses cannot take into account new proposals of which we are not yet aware.
- 61 Finally, in light of this report and the current climate at the BBC, ITV and Arqiva, it is not possible for us to consider changing the current subscription structure during 2009.

Recruitment and retention: Arts & Entertainment division

- 62 The A&E divisional subscription income for 2008 was £715,000, which represented a surplus of £42,000 over the income target of £673,000.
- 63 Divisional membership increased from 5,378 to 5,399, an increase of just 22 members in 2008, against a target net increase of 230 members. During the course of the year we recruited 1,153 members (just above 21% of the total), while 1,132 members (just below 21% of the total) left the union. The success areas were among TMSA theatres and in freelancers working in theatres and live events. The main disappointment was the West End theatre membership, which again remained virtually static.

- 64 While the uncertain economic climate and its subsequent impact on the arts makes forecasting difficult, we can make the following projections for the A&E membership in 2009, again by subdivision.

CWET SDC

- 65 As with the last few years, the West End retains the biggest potential in the division for membership increase. It is never an exact science, but our membership density is estimated at about one third across the range of our recognition areas. Our main strength remains in technical departments, and is almost negligible in front-of-house areas. However we have a great opportunity to capitalise on the various activities associated with the negotiation and introduction of the skills-based collective agreement, currently under development. While we have to be more focused on the implementation of our West End recruitment strategy, that putting extra manpower resources into the West End, probably about springtime, will be worthwhile and worthy of serious consideration. We have a unique opportunity in the West End afforded by delivering an updated collective agreement.
- 66 A realistic target is a net increase of 50 members across the West End in 2009, with a consequent income increase of 5%.

TMA SDC

- 67 During 2009 the recruitment trend in 2008 is expected to slow down and therefore net membership to increase by 40 members, and income to increase by 3%. The membership increase will probably be the result of ongoing industrial activity and as a consequence of the implementation of the 'get-out' joint working party recommendations.

National Houses SDC and Arts SDC

- 68 In 2009, National Houses membership is expected to increase by 20 overall, and income to increase also by 3%. The membership increase is expected to be the result of targeting the areas where membership, outside the RSC, has decreased in 2008. Similarly, membership and income in arts centres is also expected to increase by 3%.

Cineworld and Odeon SDCs

- 69 Membership density across both these companies remains at about maximum density, and income is expected to increase by 3% in 2009.

Independent Cinemas and Independent Theatres SDCs

- 70 A realistic net increase in membership of 20, and an income increase of 3%, is achievable, chiefly from within the independent theatre sector.

Theatre freelancers

- 71 It is always difficult to estimate growth within this sector, but if the current trend continues we can realistically expect a net increase of 100 members.
- 72 In conclusion, a membership target of a net increase of 230 members (4% of current membership) is realistic. These targets depend on the success of the West End campaign and the deployment of resources, the impact of funding cuts and of the general economic climate, and on our continued ability to offer a service that will retain and increase freelance membership. If these targets are met, divisional income is expected to increase by 3% to 4% overall. Assuming the income for the second six months of 2008 is no less than that of the first six months, an annual total of £700,000 can be projected in 2008, rising to £725,000 for 2009.

Recruitment and retention: BBC division

- 73 We recruited 568 new members across the whole of the BBC division between January and September 2008, however overall divisional membership decreased by 134. Although the BBC branches where the BBC is the sole employer have recruited over 350 new members, a majority of these branches have been affected by the Creative Future redundancies. The branches with members in the Transmission, Contractors and Ventures SDCs have generally produced steady recruitment, however they will not meet their 2008 targets. The division as a whole is on target to recruit approximately 760 members, which is a low annual figure. Between 2001 and 2004 we averaged 1,000 new members recruited per year.
- 74 The BBC divisional subscription income for the first half of 2008 was £912,552, this being £60,448 under target. By the end of the third quarter we estimate that, with the exception of BBC Northern Ireland, a majority of the Creative Future leavers will have either transferred or cancelled their membership, or have stopped paying subscriptions altogether.
- 75 Although we do expect some redundancies in 2009, we do not anticipate that these will be on the same scale as we experienced in 2008. The recruitment targets for 2009 are as given in the following paragraphs.

BBC

- 76 Membership organisation and density in News and the Nations and Regions is well established, predominantly in the technical/craft areas in the main regional TV sites. There is potential for recruitment in the online areas and the local radio stations.
- 77 Membership density in the production areas has slowly increased over the years, there is still however a huge potential for recruitment and the high target for Vision reflects this. The online sections across all the divisions will be targeted with a specific recruitment campaign.
- 78 The 2009 targets for new joiners across the branches where the BBC is the main employer are as follows:
- | | |
|-----------------|----|
| English Regions | 60 |
| Scotland | 30 |
| Wales | 20 |

Northern Ireland	40
Vision	150
News	45
Sport	5
FM&T	50
A&M	30
World Service	30

Network Supply Review

- 79 In October 2008 the BBC announced their plans under the Network Supply Review to move more of its in-house and independently sourced production into the nations and regions. It is proposed that the first of the moves will take place during 2010. There will be ongoing divisional and local level talks regarding the relocation of the in-house productions. The BBC have also committed to a more open dialogue with BECTU regarding the independent producers. We anticipate that this will provide an opportunity for recruitment in both the BBC and the independent production companies.

Drama serials

- 80 *Eastenders* – There are approximately 107 signatures on the freelance recognition petition, of which approximately 25 are members. Target: 25 new freelance members.
Doctors – There is a mix of employees, Schedule D freelance, casuals and sub-contractors working on Doctors. Target: 10 new members plus the launching of a recognition campaign.
Casualty – Again there is a mix of employees, Schedule D freelance and sub-contractors working on Casualty. Target: 10 new members.
Holby City – More ground work needs to be completed before targets can be set.

Worldwide

- 81 Target: a net increase in membership of 10.

RedBee Media

- 82 Target: a net increase in membership of 20.

Siemens

- 83 Target: a net increase in membership of 20.

Resources Ltd

- 84 The potential membership of freelancers working in OBs, Editing and Studios is yet to be determined, but a target of 20 new members is probably realistic.

SIS Ltd

- 85 There are about 350 staff of which we have about 200 members so have set a target of a net increase in membership of 20. The potential membership of freelancers working in OBs is yet to be determined but a target of ten new members is probably realistic.

Contractors

- 86 Targets:
- | | |
|---------|-----------------------|
| ARAMARK | a net increase of 25 |
| WJ | a net increase of 30 |
| JCI | a net increase of 20 |
| OCS | a net increase of 30. |

Transmission

- 87 There are currently 267 members in the transmission branches which have transferred across to the IB division.
- 88 In conclusion to the above, an income of £1,805,00 for 2009 is achievable.

Recruitment and retention: Independent Broadcasting division

- 89 The 2008 paper on recruitment set out a clear and well thought through position to which the division has been working to during the course of the year. The objectives set have been bought into by the team and by the division and so in proposing what we do for 2009; we have generally followed the established principles set out on the 2008 paper.
- 90 The IB team led by Supervisory Official David Beevers comprises full time effort from Mick Corfield with input from the new official when appointed in December on Transmission (Arqiva) and assistance from Pat Styles, Paul McManus, Paul Atkinson and David Donovan. In addition to servicing the division, David Beevers has responsibilities for the London Television Centre/TLS, Granada Manchester and Liverpool including 3sixtymedia, ITN Clearcast TNS London and ITFC. Mick Corfield looks after C4, MTV, West Country, ITV Central and Notts, Anglia, CSV, Ofcom, Commercial Radio, CABSA, Sky personal Cases and Virgin Media. Pat Styles has UTV and Downtown Radio in NI; Paul McManus, SMG in Scotland; Paul Atkinson looks after YTV and assists at Granada; David Donovan services ITV Wales and West.
- 91 In the above areas, we use wherever possible effort from lay reps and activists although in some areas, their presence can be patchy and furthermore their willingness to recruit at the workplace not always evident. We need therefore to continue to promote the growth of active reps in all areas of IB ensuring that their training needs are met to reduce the number of times a full time official needs to attend an early stage procedural meeting and to aide them in recruiting in the workplace.

IB 2009 plan

92 In general terms, those companies not targeted as priority areas in the recruitment plan, will as in the previous year get at least two visits in 2009 for the specific purpose of recruitment. Is the intention that these visits be given top priority and must not be substituted for industrial work. It will be re-emphasised across the team that recruitment is a priority core activity for all officials.

93 The priority areas will be:

- ITV plc – London, Leeds and Manchester, with specific effort being put into production areas (London TLS, Leeds Studios and Manchester 3sixtymedia) In the case of Leeds Calendar should also be targeted. We will also be targeting all the news centres across the ITV network, to rebuild our membership after the current round of job cuts.
- Arqiva - We will continue to target Crawley Court but in addition will add the satellite media group as a target area with a focus on Chalfont St Peter and Crawley Court.
- TNS (Technicolor Network Services) who provide transmission to ITV will also be targeted. ITV transmission operations move from the ITV building on the South Bank towards the end of this year to their new home at TNS Head Quarters in Chiswick Park. BECTU is already organising members in various areas at Chiswick Park and with the transfer of the established branch from the South Bank, hope to expand the membership considerably into 2009. Because some members will be made redundant when transmission transfers, there will be no net gain anticipated during 2009 but into 2010 we hope to show a sizeable increase in membership in this area.

94 Targets:

ITV plc 150
 Arqiva 100
 SMG, Ulster TV, Channel 4, S4C and remaining areas 50.

95 Target breakdown: ITV plc – Regional News; we will re-map the membership across the sites during and post the round of redundancies and aim for 100 new members in this area. Production areas in London, Leeds and Manchester will be targeted to bring in the remaining 50 members. Arqiva numbers break down as 50 at Crawley Court, with the remaining 50 recruited from Chalfont St Peter, Bedford and the former BT site at Woolwich.

Statistics

Year to Dec	Total members	Loss of members	Income
2008	Yet to be determined	To Sept 08: 67	Yet to be determined
2007	2164	82	£419,035
2006	2246	191	£429,003
2005	2438	518	£483,880
2004	2956	325	£536,572

Conclusions

- 96 In the 2008 report it was stated that during 2007 the loss of membership in IB had been slowed. During 2008 we have at least succeeded in continuing to slow the decline and thus at the time of writing the membership stands above 2,000. However, with redundancies in ITV and at Arqiva, as well as across other areas of IB as a result of the economic downturn, our fairly aggressive target for 2009 may only result in a net standstill for the division at the year end with membership circa 2,000, albeit it is likely that in the early part of 2009 numbers may dip below 2,000 for a period.
- 97 We are currently expecting to lose up to 150 members in ITV Regional News and up to 150 across Arqiva/NGW as a result of the merger. There will be further redundancies across ITV plc during 2009, although in the main it is not anticipated that these will have a major impact on BECTU members.
- 98 The forecast for 2009 does not include taking account of the transfer of former NGW members (now part of Arqiva) from the BBC division into IB. As a result of the proposed transfer, 267 members will come across. Bearing in mind all of the above, there will be a slight drop in like for like income. However, taking account of the transfer of members from NGW, it is anticipated that IB will achieve an income of £440,000 during 2009.

Recruitment and retention: London and Regional Production divisions

- 99 The proposed target net increase in LPD membership in 2009 is 215. The proposed target net increase in RPD membership in 2009 is 130.
- 100 At the beginning of 2008 the LPD divisional committee endorsed the recruitment strategy and this was in turn endorsed at the 2008 annual conference.
- 101 The basic premise of the LPD strategy was that, while recruitment needs to be conducted across the division, certain branches should be targeted to achieve a strong net growth. In previous years we have targeted new areas, such as new media, for recruitment special effort. But for 2008 we decided to look at where growth had recently been strongest and work to improve that even further – that is, to play to our strengths. We therefore targeted seven LPD branches. The figures for these branches at the end of September are:

LPD 2008 Membership figures (to end September)				
Branch	December 2007	Actual to Sept 2008	Target increase to Sept 2008	+/-
WPD's	910	916	45	+6
Camera	1,264	1,248	64	-16
Sound	551	549	26	-2
PP&F	684	678	34	-6
Lighting Techs	422	441	19	+19
New Entrants	134	136	30	+2
Hair and Make-up	338	337	15	-1

- 102 Similarly to the LPD strategy, the RPD approach to recruitment for 2008 accepted that, while recruitment needs to be conducted across the division, branches that

have been successful in terms of recruitment should be asked to take that success further in the year 2008.

- 103 The key national/regional production centres were identified in 2008 as:
- The M4 axis from Cardiff to Bristol – the South Wales and Western Freelance branches.
 - The M62 axis from Liverpool through Manchester to Leeds – the North-West and Yorkshire & Humberside Freelance branches.
 - Scotland – the Scottish Freelance branch.

104 To these we added the West Midlands Freelance branch, as it has shown good recruitment figures in 2007.

105 The figures for these branches at the end of September were:

RPD 2008 Membership figures (to end September)				
Branch	December 2007	Actual to Sept 2008	Target increase to Sept 2008	+/-
SW and Western	1006*	1060	60	+54
NW and Y&H	976*	970	60	-6
Scottish Freelance	469	491	30	+22
W Midlands	392	406	30	+14

* Combined figure of two target branches

106 We will work to improve these figures by the end of the year, but realistically we will fall significantly short of targets in both divisions, particularly LPD. While we are on course to maintain overall membership levels in LPD and increase them in RPD, it is disappointing that we have been unable to deliver the scale of growth called for in the 2008 plan.

107 A lot of positive work has been done on recruitment, but the branches have not been drawn into the effort sufficiently to make a decisive difference. Most recruitment effort has been driven from our head and regional offices, and thanks go to the National Officials and lay reps who have supported the strategies and worked hard to at least prevent any decline in LPD and RPD memberships in 2008. Events such as the Freelances' Fair and the Hair & Makeup Exhibition do involve our members, although head office does, of course, play a central role. Other initiatives, such as the careful development of relations with a number of craft Guilds, have been solely run from head office.

108 However, we have not engaged with the branches enough to bring growth to the centre of our members' consciousness. This must be addressed in 2009.

109 Overall LPD membership (which now includes the Film Artistes subdivision and the former Labs division) has fluctuated around the 7,500 mark in 2008. It has dropped from 7,526 in January to 7,488 in September this year – a decrease of 38.

110 Overall RPD membership has grown, and it is good that we passed the psychologically important 4,000 mark in July 2008. Towards the end of the year, however, we dropped just below that figure.

LPD 2009 plan

111 We are proposing to move the focus of the work in 2009 to a larger group of LPD branches, aiming at those that are the better functioning units.

112 Our proposals are as follows:

Branch	Sept membership	Target increase
APTN	24	5
Camera	1,248	50
<i>Eastenders</i>	n/a	*
Lighting Techs	441	25
Grips	148	10
Hair & M/Up	337	15
New Entrants	136	15
Post Prod & Facs	678	30
Riggers	229	15
Stagehands	74	10
<i>The Bill</i>	80	10
WPDs	916	30
TOTAL		215

* Covered by the BBC divisional Recruitment and Retention report

113 Using September's figure of 7,488 as the reference point and assuming a 20% churn during the year, a total 1,717 new members must be recruited by LPD to achieve the 215 net increase target. To September 2008 LPD recruited 890 new members, giving a projected figure of 1,187 new members by the end of 2008. This means that, assuming other factors are equal, LPD must recruit 540 more new members in 2009 than the 2008 projected figure of 1,187. Hence the 1,717 figure. That will require a massive effort, but it can be done.

114 The LPD subscription income target to June 2008 was £610,000 and at that half-way point we had achieved £630,206. From this we projected a subscription income figure of £1,260,412 at the end of the year. We were thus £20,206 above target at June 2008, which therefore gave a projected figure of £40,412 above target at the year end. If the recruitment targets are achieved in 2009, given no incremental increases in the banded subscription rate, the LPD subscription income would rise to approximately £1,300,000 for 2009.

RPD 2009 plan

115 It is proposed that we maintain the focus of our work in 2009 on the same six branches – by the same logic as currently applies. Last year we grouped the North West and Yorkshire & Humberside branches and the South Wales and Western branches together, but they are serviced by different officials and, while being linked in the economically strategic M62 and M4 corridors, they have distinctive local environments within which they operate. It is therefore proposed to separate them this year.

116 The proposals are as follows:

Branch	Sept membership	Target increase
South Wales	489	15
Western	571	25
North West	617	25
Yorks & Humberside	353	25
Scottish	491	20
W Midlands	571	20
Total		130

- 117 This proposed recruitment growth is based on activity in and potential activity in the target areas. We have taken into account the likely recruitment opportunities that we believe will arise for each branch. For example, there is considerable potential to recruit in Yorkshire, as issues arise on *Emmerdale* that open the possibility of a campaign for recognition and improved pay and conditions for freelances.
- 118 With this September's 4,030 figure as the reference point, assuming a 20% churn during the year, a total 936 new members must be recruited by RPD to achieve the 130 net increase target. To September 2008 RPD has recruited 539 new members, and this gives a projected figure of 719 new members by the end of 2008. This means that, assuming other factors are equal, RPD must recruit 217 more new members in 2009 than the 2008 projected figure of 719. Thus the 936 figure. That will require a massive effort, but it can be done.
- 119 The RPD subscription income target to June 2008 was £303,500 and at that half-way point we had achieved £320,123. From this we projected a subscription income figure of £640,246 at the end of 2008. We were thus £16,623 above target at June 2008, which therefore gave a projected figure of £33,246 above target at the year end. If the recruitment targets are achieved in 2009, given no incremental increases in the banded subscription rate, the RPD subscription income would rise to approximately £660,000 for 2009.
- 120 All of the above is based on a 3% income growth target.

How to do it?

- 121 We all acknowledge that the key is to involve the members in building our membership, and that will be our main focus in 2009. It is therefore proposed to do the following:
- Once targets are agreed, the Supervisory Official will hold individual, scheduled meetings with the officials responsible with the above LPD and RPD branches to draw up ideas for the year in each branch. This will be taken to each branch for discussion and developed into a full strategy for the year. The branches must take ownership of this campaign. Quarterly reviews with each National Official will be held to assess progress.
 - Take up Tony Norton's idea of a 'recruitment e-mail cascade'. This involves sending an e-mail to each LPD and RPD member with a case for joining BECTU, and a website link. They are asked to forward it to three of their friends and contacts in the industry, who are also asked to forward it to three friends/contacts. The target branches would particularly be asked to follow up on this.

- Produce a concise flier for each of the target branches that is tailored to those grades, and ensure their distribution among the relevant people. This can also be done electronically.
- Investigate the possibility of an advert in appropriate publications highlighting the benefits of membership to freelancers – particularly the PLI.
- Asking existing members to identify and sponsor a potential recruit, and introduce them to their branch.
- Liaise with the Training department to encourage attendance at the relevant courses.
- LPD will recognise the most successful branches at the time of its annual conference.
- Above all, continue the front-line industrial work that is drawing new support to the union.

122 In the current financial crisis there is a great deal of uncertainty in the film and TV industries. However, there is a growing confidence in both LPD and RPD and a sense that we are making real, proactive progress. The challenge of 2009 is to overcome whatever the world financial crisis throws at us and achieve real growth. That can be done.

Recruitment and retention: Training strategy

Introduction

- 123 The education and training activity of BECTU is designed to support the overall aims of the Recruitment & Retention Strategy. That strategy itself depends on a number of conditions to be successful: BECTU needs to be well organised at workplace and branch level – with the participation of active members, able to work on their own initiative and with a sound understanding of trade union principles and practice; the union itself is effective and delivers, promotes itself well and communicates with members in numerous ways; members and potential members identify with the union and its values; potential new members are attracted to the union and take action to join.
- 124 All education and training activity attempts to support these objectives in a variety of ways, the reps training programme and our vocational training courses and other public initiatives address them but in different ways.
- 125 High quality education and training for our current body of local reps and for the next generation of union activists has to be central to the success of our Recruitment & Retention Strategy. High quality trade union education needs time and facilities. Running very short courses with brief sessions on important topics such as recruitment, negotiation and representation will fail to develop reps and will only half-prepare them to support members and deal with employers. Courses need to cover issues in depth and develop the knowledge and skills to be able to make a real difference at work.
- 126 Course materials need to keep pace with changes in work and employment law and also need to reflect new developments in education and training methods. Well-

equipped training rooms and access to ITC facilities is now a basic requirement for all events and courses as is the provision of first class facilities, tea and coffee, etc. TUC education at its best (and BECTU courses especially) aim to *educate* rather than just *train* reps. For example, we will not just show reps how to use a checklist of recruiting tips and techniques but will invite them to create a checklist themselves and analyse it with colleagues. This means that back at work our reps understand the theory and practice of organising and recruiting rather than memorising a 'crib-sheet', an approach that does not equip reps to succeed.

127 Therefore, the courses we run are less about imparting information and more about inducting reps and activists into trade unionism and BECTU – so they feel part of the union (and union movement) and a sense of ownership over their union activity. They should be able to apply their learning according to their own local reality and context.

128 The key message is that we need to re-connect with members and non-members, establish relationships based on consistent local visible activity to prepare the ground for recruitment activity. On the back of this careful preparation we need to build targeted recruitment campaigns (as in 'like recruits like') addressing the needs of different demographics such as younger people, women etc. where it is necessary and effective! So, re-connect - establish relationship - recruit, in that order. The BECTU reps training programme is designed to support these ways of working.

Representatives' training - report

129 BECTU reps training programme 2003-2008:

Year	Courses	Men	Women	Total
2003				77
2004	17	121	58	179
2005	19	132	41	173
2006	21	135	65	200
2007	19	134	74	208
2008	17	111	50	161

130 After a period of steady increase in numbers attending BECTU courses there was a significant decline in 2008. Our target is to run about 20 courses per year and aim for an average of 10 reps per course giving us a target of 200 individuals and so on this measure too we have fallen short. There is a strong correlation between the number of courses we run and the numbers attending and as two courses were cancelled and none were organised in November (when we might usually run one or two) due to pressure on room availability, it was to be expected that numbers would decline.

131 2008 attendance by division (2007 in brackets):

Division	Men	Women	Total
A&E	28 (42)	20 (39)	48 (81)
BBC	45 (36)	22 (22)	67 (58)

IB	17 (29)	3 (5)	20 (34)
LPD	17 (17)	5 (8)	22 (25)
RPD	4 (8)	0 (0)	4 (8)
Total	111 (134)	50 (74)	161 (208)

- 132 The key messages from the divisional breakdown are that the BBC sent more reps in 2008 than in 2007 while LPD sent nearly identical numbers. Both IB and A&E numbers are disappointing but will probably have different explanations. IB has had a difficult year industrially while it might be that the large numbers of A&E reps attending courses over recent years may have temporarily exhausted the supply of reps needing to be trained. RPD numbers are too small to be significant, though it is worth noting that reps courses are not always appropriate for freelance members. The good numbers from LPD partly reflect attendees from *The Bill* where our freelance members enjoy recognition – and therefore representative rights.
- 133 The major reason for fewer numbers was the reduced number of courses that ran during 2008 and so we have set a target of 23 courses to run in 2009 and these have firm timetables agreed at the 15 October planning meeting. We have also introduced a number of new courses into the programme and reduced the length of others (to encourage attendance). Amongst the new courses are 'Advanced Negotiation Skills' to build on the introductory course and 'Better Branch Organisation' which is aimed at all branch officers. Tracey Hunt provides admin support for all reps courses.

Representatives' training – strategic objectives

- 134 The central aim is to reach a situation (and maintain it) where half of BECTU reps undergo some form of training and development for their role in any given year and that this will increasingly be available regionally/nationally and via the internet.
- Continue head office reps training programme at current rate
 - Run 'bespoke' reps courses for divisions and branches locally on request
 - Update courses for 2009 and upgrade facilities
 - Continue to develop 'mentoring' of reps to support work-based learning
 - Encourage use of new BECTU website to access courses and register online
 - Pilot online 'virtual learning environment' to support learning on courses

Externally funded learning activity – report

- 135 The second area of learning activity that supports our recruitment & retention strategy consists of the promotion and running of short courses and workshops, supporting ULRs and contributing to public events with learning activities and content. The Union Learning Fund (ULF) project ('Promoting Skills in the Creative Sector') supports three staff members, Kate Elliott, John Crumpton and Yvonne Smith. Lesley Coathup provides admin support for the head office programme. The Wales ULF project ('Creative Unions Learning Together' – CULT) supports two members of staff, Siân Gale and Beth Roberts who are working on a FEU project but are employed by BECTU.

Workshops and master-classes

- 136 Short courses are a centrepiece of the main ULF Project and include a head office programme that includes a small number of editing courses and some generic freelance skills courses (called the 'Freelance Toolkit') – this is led by Yvonne Smith. We also run technical theatre courses in partnership with reputable training providers led by Kate Elliott, and we have also run a series of pilot workshops in Manchester (as part of a FEU project) led by John Crumpton.
- 137 There have been eleven courses run at head office attracting 110 attendees and included Final Cut Pro, Adobe After Effects, CV and Marketing, Financial Management, Pitching and Presenting. The theatre technical courses included Pyrotechnics, Ropes and Splicing, Stage Electrics. The programme in Manchester included Setting Up Websites, Basic Blogging and the 'Freelance Toolkit'. Extensive publicity materials were produced for all programmes.
- 138 In addition, Martin Roberts (A&E) with support from Kate Elliott ran a training project in the South West entitled 'Technical Workshops in Theatre' providing short courses in lighting and sound basics. The project targeted casual workers and included many small theatres and arts centres. The project was supported by the South West TUC Learning Works for All fund (administered by Unionlearn).
- 139 As part of our programme we continue to pilot new courses to respond to requests from members and, to that end, ran a new course 'How to Pitch and present' at head office and also as ran it as part of the FEU Manchester courses. In 2009 the programme will continue and expand to include courses that deal with health and safety, multi-platform production, using the web for marketing and promotion.
- 140 There will be a major review of all vocational and freelance courses in 2009 to ascertain those most popular and needed. We will be reviewing exactly what we ought to provide and what we are able to provide and where possible expand our partnerships with training providers.

Branch and ULR support

- 141 A large part of the workload of all members of the team is attendance at numerous branches, conferences and industry bodies including training providers, Unionlearn/ TUC and useful contacts in screen agencies and Sector Skills Councils.
- 142 Direct support for branches included:
- HD master-classes for the Post-Production & Facilities branch attracting 50 members and guests
 - A national agreement with MAC cosmetics that includes master-classes attracting 30 members to the launch on 8 December in Soho
 - Learn at Work day events organised at the BBC in London (with James Coupland and Yvonne Smith), and at YTV (John Crumpton and YTV reps)
 - West End Commercial Branch (A&E) was supported as part of the re-grading discussions via a special branch meeting, mail outs and a series of nine focus groups attracting 90 participants.
 - Two ULRs were supported (via the Alfie Squires Educational Bursary) to attend a high level part-time union learning course over two years at London Metropolitan University.

Events

- 143 The education and training team contributed (workshops, stalls and publicity) to the WPD freelance fair, Bristol fair, North West fair, International Make-up show. We also supported the BECTU team at the Production show and at the ABTT show and attended the Plasa show. We were sponsors of and contributors to the Nations & Regions event in Salford and contributed a workshop to the BECTU Women's conference. Workshops, master-classes and other training-type interventions have become an essential part of BECTU's public profile.

Wales FEU

- 144 The CULT Cymru project is a FEU project facilitated by BECTU and managed by Sian Gale with support from Beth Roberts. It has received support from the Wales ULF for two years up to April 2010. The project has had an excellent first year. It has recruited Union Learning Reps from each of the five unions, has developed and delivered a bespoke ULR course tailored to the needs of the industry and the requirements of freelancers and has recruited a team of union trainers to develop and deliver a series of freelance toolkits (short workshops that focus on key freelance skills).
- 145 The project has a designed and set up an easy to use online comprehensive Learning Needs Analysis form to identify the learning needs of freelancers to enable a demand led union approach to learning. The project has also developed strategic partnerships with key organisations both within and outside of the industry e.g. the Wales TUC, the Skillset Screen Academy Wales, the Open University and the Welsh Assembly Government.

Funded learning activities – strategic objectives

- 146 Objectives are:
- Continue to develop 'education and training' activity and initiatives as a benefit to members, an aid to organising and to raise the union's profile publicly
 - The learning organisers to continue organising short vocational courses with partner providers
 - Complete development of the 'Freelance Survival Toolkit' of generic freelance skills including new courses
 - Develop and carry out an annual learning needs survey using online facilities – start in 2009
 - Review our provision
 - Help organise education and training seminars to support recruitment events at current level
 - Increased work with branches to recruit ULRs and support individual branches to use training as a campaigning issue
 - Support organising targets as at present
 - Support freelance branches with training input
 - Work closely with FEU affiliates to develop cross-union programmes.

Information, advice and guidance – report

- 147 A growing part of the work of the education and training department is communication with reps and members. There have been numerous flyers, newsletters and emails to members during the year and regular items in *Stage Screen and Radio*. The department also played a leading role in setting up and using the BECTU 'survey monkey' facility for carrying out web-based or e-mail surveys.
- 148 The BECTUlearning website has been a useful resource but quickly became overtaken by the development of the new BECTU website with its considerable education and training coverage. During the last three months of 2008 a lot of work has been invested in developing the new pages on the website which will become a lead communication tool for learning within the union.
- 149 In 2009 there will be an extensive programme of training associated with the use of the new interactive website and users of it. There will also be the launch of a new learning survey to be administered on an annual basis.

Information, advice and guidance - strategic objectives

- 150 The objectives are:
- to provide information to reps and members in a way that supports individual learning needs but also aids the recruitment & retention strategy;
 - to provide information advice and guidance about education & training in accessible form for all members;
 - to complete the 'Training & Development' section of the BECTU website and maintain it as a key resource for reps and members;
 - to develop an e-newsletter template based on the new website and agree target groups and schedules

Education and Training team members

- 151 Brian Kelly, Training Officer
Kate Elliott, National Official (ULF Project Manager)
Yvonne Smith, Organising Official (Learning Organiser)
John Crumpton, Organising Official (Learning Organiser)
Siân Gale, National Official (Project Manager FEU Wales)
Beth Roberts, Organising Official (Project Co-ordinator FEU Wales)
Tracey Hunt, Secretary
Lesley Coathup, Secretary

MEMBERSHIP

Reduced Subscriptions

- 152 During 2008 the National Executive Committee were asked to agree reduced subscriptions for specified groups of members. These were: the Guild of British Camera Technicians; new members recruited at the London Freelance Fair

organised by the Writers Producers and Directors branch; new members recruited at other events organised by the same branch throughout 2008; new members recruited at trade shows such as ABTT, Hair & Makeup, and Sound.

- 153 The National Executive Committee agreed that the appropriate subscription rate for new entrants to the industry should be increased to £60 a year. This was implemented in December 2008. The new website will have a student registration scheme as part of its facilities.

Roger Bolton Memorial Award

- 154 Divisional committees were invited by the NEC to submit nominations for the 2009 Roger Bolton Memorial Award. The first winner of the award presented at the 2008 annual conference was the Ritzy Cinema, Brixton, for its eye-catching and successful pay dispute.
- 155 The nominations and winner of the award in 2009 will be announced at annual conference 2009.

Alfie Squires Educational Bursary

- 156 In 2008 the Alfie Squires Educational Bursary gave financial support to assist a member in Scotland with the cost of a course leading towards a NEBOSH (National General Certificate in Occupational Health and Safety) qualification. It also gave support to two members in their second year of a part-time Certificate in Professional Development in Union Learning.

Pensioners Forum

- 157 The fifth issue of the BECTU Pensioners Forum newsletter was published in August 2008. The sixth issue is scheduled for February 2009. The newsletter has covered a wide range of issues affecting pensions, health, benefits, advice and dignity for older people. It is sent to around 650 of BECTU's retired members who have indicated interest in receiving it.
- 158 BECTU also supported and played an active part on the steering committee involving the National Pensioners Convention (NPC) and fifteen trade unions, which organised a successful rally and lobby of parliament on 22 October 2008. The event emphasised that the demand for a decent state pension involves not only retired people, but also people yet to retire. The key protest theme was against 'billions for bankers, peanuts for pensioners'.
- 159 BECTU is represented on the Executive of the NPC by Phil Hooley, who also attends its annual Pensioners' Parliament. The union is sending two delegates to the NPC's biennial delegate conference in Coventry in March 2009.

Life and honorary members

- 160 The NEC has awarded life membership of BECTU to the following members during 2008-09: Peter Burton, Harry Henderson, Maxwell Gibson, Jim Sloss and Phil Bunker.
- 161 The NEC is recommending to conference that honorary membership of BECTU be awarded to Thomas S. Short, John Akomfrah, Herbie Newton and Albey George.

BECTU History Project

- 162 Over the past year the total number of recordings in the BECTU History Project archive has exceeded six hundred. The reputation of the archive continues to grow and the enthusiasm and expertise of the volunteers who undertake the recordings – both technical crew and interviewers – remains our core strength.
- 163 Our relations with other organisations with whom we collaborate in our work, most notably the BFI and its archive, library and Screenonline website services, remain of central importance as requests for access to our unique research materials increase from authors, scholars, students and film buffs. Whereas once all of our recordings were on audio tape, we now record our interviews audio visually which widens the use which can be made of them and the benefit to be derived from them.
- 164 We continue to work closely with the union through the Executive and head office staff for whose consistent and practical support we remain very grateful. Their willingness to let us get on with the job in hand but to consider seriously and sympathetically any formal requests which we make to them is of real benefit to us. We have worked closely with the union in developing our own pages and links within the eagerly awaited update of the union's website which we know will be of real assistance to us in communicating to potential users, interviewees and activists.
- 165 We believe that the intersecting economic, technical, aesthetic and personal histories which comprise the history of our sector are of real significance in understanding the most important cultural industry of the twentieth century. The dynamic growth and change in that sector continues apace. We believe that the union has a role in recording that change and those who make their working lives within those industries.

Scottish Committee

- 166 The Scottish Committee met three times during the year and sent delegates and/or observers to the Scottish Labour Party conference, the STUC and the Women's STUC. It put forward a number of motions at each of these ranging from equality issues to workplace rights.
- 167 The committee also sent delegates to the regular STUC/Scottish FEU meetings which campaigned to the Scottish Parliament on issues such as arts funding and contributed to the work of the Scottish Broadcasting Commission.

168 The committee was also well represented during the annual STUC trade union week at the Scottish Parliament where issues on cross media ownership and the amalgamation of Scottish Screen and the Scottish Arts Council to form Creative Scotland were debated with MSPs.

Wales Committee

169 The Area Committee Wales met on two occasions during 2008. Primarily it met to consider motions and delegates to the Wales TUC Conference held on 21-23 May 2008 in Llandudno, and the Wales Labour Conference on 15-17 February 2008 also in Llandudno.

170 Two motions were drafted and delegates recommended and duly agreed to by BECTU's National Executive Committee.

FINANCE AND PROPERTY

Finances

171 **Appendix B** to this report contains the income and expenditure budget for 2009.

172 During 2008-09 the National Executive Committee considered applications for financial support from various organisations and campaigns, and one-off donations were made to the following:

Campaign for Press and Broadcasting Freedom
Banner Theatre
Justice for Colombia
Ashanti Development
CWU Humanitarian Aid
Love Music Hate Racism
International Brigade Memorial Trust
Midlands TUC Retired Members Section
National Pensioners Convention
Stop the War Coalition
TUC Gaza Appeal
ICTU Medical Aid Appeal

Property

173 As reported to the 2008 annual conference, in October 2007 the National Executive Committee endorsed a report by the General Secretary allowing investigation to take place on the possibility of the union sharing a joint head office with the NUJ. A building was found in Moreland Street, Angel, London EC1, which was investigated as a suitable potential head office not only for BECTU and the NUJ but also for the GFTU (General Federation of Trade Unions). The plan was for BECTU and the NUJ to own 45% of the equity each and the GFTU to own the remaining 10%. The owners of the building were Amicus/Unite who eventually agreed to sell to BECTU, NUJ and GFTU for £5.1m. However due to the credit crunch and its effect on the property market, BECTU received no offers for its existing head office building in

Clapham Road and therefore at the December 2008 meeting of the National Executive Committee it was agreed to take that office off the market and withdraw from the purchase of the Moreland Street building. BECTU continues to work closely with the NUJ and both unions remain of the view that joint industrial and political campaigns as well as operational savings could be made by having a shared head office. However, there is little scope for continuing this exercise in the current economic climate.

STAFFING

The BECTU Staff Retirement Scheme

174 In 2008 a triennial review took place of BECTU's Staff Retirement Scheme, and due to the actuary's insistence in increasing the life expectancy of pensioners the deficit in the scheme was calculated at just under £3m. This resulted in the National Executive Committee as the employer having extensive discussions with the shops representing the union's employees, as well as engaging in statutory individual consultation with members of the pension scheme. A number of changes to the benefits of the scheme had to be made; the most significant one being the change in the normal retirement age for all staff from 60 to 65. The change came into effect on 1 January 2009.

Staffing changes

175 Siân Gale took up post as Wales Union Learning Fund coordinator in April 2008, with Beth Roberts as support worker in July 2008. Feyi Raimi-Abraham left BECTU's employment in September 2008 to pursue a new career in employment advisory services. James Johnstone left at the end of 2008 after thirteen years. Lou George's secondment to BECTU ended in December 2008. Mick Corfield's secondment began in September 2008. Gerry Carr began employment as a National Official in December 2008.

176 Sharon Elliott's secondment as Communications Officer became a substantive post during 2008, and David Beevers was confirmed in post as supervisory National Official for the Independent Broadcasting division. Suresh Chawla was promoted from Organising Official to National Official with effect from 1 January 2009.

177 Cheryl Andrews provided maternity leave cover for Rebecca Haywood-Powell, the secretary at the union's Cardiff office, from March 2008 to March 2009.

178 Equality monitoring of BECTU's employees takes place annually. The gender balance of BECTU's employees is given in the following table:

Grade	2008		2009	
	Men	Women	Men	Women
General Secretary	1 (1 00 %))	0 (0%)	1 (1 00 %))	0 (0%)

Assistant General Secretaries	2 (1 00 %))	0 (0%)	2 (1 00 %))	0 (0%)
Supervisory Officials	5 (83%)	1 (17%)	5 (83%)	1 (17%)
National Officials	12 (80%)	3 (20%)	11 (85%)	2 (15%)
Organising Officials	1 (1 00 %))	0 (0%)	1 (1 00 %))	0 (0%)
Specialist Officials	4 (57%)	3 (43%)	4 (57%)	3 (43%)
ULF Project Co-ordinator	0 (0%)	1 (100%)	0 (0%)	2 (100%)
ULF Project Worker	0 (0%)	1 (100%)	1 (34%)	2 (66%)
Senior Secretarial	0 (0%)	4 (100%)	0 (0%)	4 (100%)
Secretarial	0 (10%)	10 (100%)	0 (0%)	10 (100%)
Senior Clerical	3 (60%)	2 (40%)	3 (60%)	2 (40%)
Clerical	2 (29%)	5 (71%)	2 (29%)	5 (71%)
<i>Total</i>	<i>28 (47%)</i>	<i>30 (53%)</i>	<i>30 (49%)</i>	<i>31 (51%)</i>

EXTERNAL RELATIONS

Affiliations

179 BECTU has remained affiliated to the following organisations since annual conference 2008 (figures given are the latest available):

<i>General Fund</i>	£
Federation of Entertainment Unions	2,500
General Federation of Trade Unions	5,000
Irish Congress of Trade Unions	2,655
Scottish Trades Union Congress	2,151
Trades Union Congress	60,807
Union Network International - Media Entertainment International	39,572

<i>Political Fund</i>	£
Abortion Rights	175
Action for Southern Africa	200
Amnesty International	60
Arts for Labour	150
British Copyright Council	1,060
British Film Institute	176
British Screen Advisory Council	5,200
Campaign for Freedom of Information	(variable)
Campaign for Labour Party Democracy	50
Campaign for Press and Broadcasting Freedom	225
Cuba Solidarity Campaign	75
End Child Poverty Campaign	100
Institute of Employment Rights	245
Institute for Public Policy Research	250
International Affiliation of English Speaking Directors Organisations	2,000
International Centre for Trade Union Rights	200

Justice for Colombia	200
Labour Party	21,199
Labour Research Department	809
LabourStart (international trade union website)	-
Mary Macarthur Holiday Trust	100
Mechanics Institute	50
National Assembly Against Racism	65
National Campaign for the Arts	441
National Pensioners Convention	250
Nicaragua Solidarity Campaign	275
Palestine Solidarity Campaign	100
Scottish Labour Party	430
Socialist Educational Association	120
Trade Justice Movement	250
Trade Union CND	200
Trade Union Disability Alliance	100
Trade Union Friends of Searchlight	75
Trade Union and Labour Party Liaison Organisation	731
Unite Against Fascism	200
United Campaign for the Repeal of Anti Trade Union Laws	120
Venezuela Information Centre	100
Wales Labour Party	220
War on Want	250

- 180 Since the 2008 conference BECTU has affiliated by decision of conference to the Hands Off Venezuela campaign at a cost of £100, and, by decision of the NEC, to the Campaigning Alliance for Lifelong Learning (no fee) and the Moving Image Training Alliance (£125). The NEC decided on 28 September 2008 to allow the union's affiliation to the Football Supporters' Federation to lapse, as there had been no communication from that organisation for over two years and its current activities did not now appear to include work with trade unions on such issues as racism and unfair ticketing.

Labour Party

- 181 BECTU was represented at the 2008 Labour Party Conference by Vice President Lawrence Van Reiss and NEC member Jane Perry. President Tony Lennon, General Secretary Gerry Morrissey and John Wild were observers. During 2008 the General Secretary and other members of the National Executive Committee met with ministers including Andy Burnham, Culture Secretary and James Parnell, Work and Pensions Secretary, to discuss issues affecting members in the industry in which we organise.

TUC, Scottish TUC and Wales TUC

- 182 BECTU's delegation to the 2008 Trades Union Congress comprised President Tony Lennon, Turlough MacDaid, Jane Perry, Jack Amos, Peter Cox and AGS Luke Crawley. BECTU submitted the following two motions and both were carried:

Protecting the Nation's Film Heritage

Congress notes that the nation's film heritage is held in a range of British film archives which preserve and restore filmed material from throughout the audiovisual history of the UK and without which such material would be lost or decay beyond recovery.

Congress is concerned at the lack of long term and consistent public funding for our film archives - including not only the specialist buildings and equipment but also the skilled labour force engaged in archiving and film preservation. Congress believes that funding is too often dependent on private philanthropic sources or on uncertain lottery awards, and furthermore that commercial archives may be financially induced to sell-off parts of their collections.

Congress therefore calls on the General Council to campaign for significant and designated long-term public funding for our film archives as part of a strategy for protecting, preserving and making available our unique film heritage for the benefit of future generations.

Review of Public Service Broadcasting

Congress notes that the 6-year BBC licence fee settlement introduced in 2007 broke the longstanding link between the licence fee and inflation and has already resulted in significant budget reductions and job losses at the Corporation. Congress further notes that commercial public service broadcasting (PSB) - especially ITV and Channel 4 - faces a growing funding crisis in the face of increasing competition from non-PSB digital channels and that there are growing calls for this to be resolved by top-slicing or redistributing the BBC licence fee to commercial broadcasters.

Congress believes that the current PSB Review being conducted by Ofcom and the subsequent policy debate in Government and Parliament provide a platform for significant changes in broadcasting policy.

Congress therefore calls on the General Council to defend public service broadcasting in the UK by campaigning vigorously:

- for a review of BBC licence fee settlement with a view to achieving a necessary increase in BBC funding*
- against any proposal to top-slice the BBC licence fee and redistribute licence fee funding to commercial broadcasters*
- and for much-needed alternative funding measures for commercial PSB such as a levy on non-PSB broadcasters, gifted spectrum and revenue from extra advertising minutage.*

183 BECTU's delegation to the Scottish TUC which was held in Inverness on 21-24 April 2008 comprised Paul McManus, Turlough MacDaid and Fiona Clark.

184 The delegation successfully submitted the following motion:

Union busters

Congress deplores the fact that employers are free to engage union busters to advise them on anti-trade union tactics while trade unions have no equivalent right to put to employees the case for trade unionism.

Congress calls on the General Council to lobby for a statutory right for trade union officials to enter a workplace and have access to the workforce whenever an employer engages a union buster consultancy or seeks to derecognise a union.

- 185 BECTU's delegation to the Wales TUC held in Llandudno on 21-23 May 2008 comprised David Donovan, Siân Gale and David Bumford.
- 186 Siân Gale was re-elected as a member of the Wales TUC General Council and the Wales TUC Executive Committee. Siân was also elected as Vice-Chair of the Wales TUC's Women's Committee
- 187 BECTU submitted the following two motions which were both carried:

Welsh Language Policy

Conference calls on the Wales TUC to revisit its current outdated Welsh language policy and to work with the Welsh Language Board to develop a fit for purpose Welsh language policy that the organisation and its affiliates can be proud of in a modern and dynamic Wales.

Atypical Workers

Conference calls on the Wales TUC to highlight and promote awareness of the atypical/freelance worker amongst government and policy makers in Wales. Unlike their employed counterpart the atypical worker does not have a relationship with one established employer, and is often engaged by a range of employers. In employment terms rights for paid time off for trade union activities available to employed union members are not available to atypical workers e.g. for negotiation on terms and conditions with employers organisations, for the development and training of union learning reps. and health and safety reps. Government policies around employment and training often quote an "employer led" approach, a term that can provide challenges for all union members, but in particular atypical workers, e.g. the Sector Skills Agreement. Conference thereby calls on the Wales TUC to work with unions who represent atypical workers to identify the issues that these workers face and to develop a realistic action plan to help overcome some of these barriers including campaigning for unions to be identified as valued and equal stakeholders in relevant policy documents.

SERTUC

- 188 BECTU's delegation to the Southern and Eastern Region TUC comprised President Tony Lennon, Jack Amos, Phil Hooley, Philip Mills, Jenni Boswell-Jones and Tunji Akinsehina. Jack Amos represented BECTU on the Executive Council which is elected from SERTUC's annual meeting.

- 189 Up until the end of 2008 Jack Amos represented SERTUC on the Mayor's London Cultural Consortium, which advised the Mayor on leisure, sport and all cultural activities in London. However its constitution was changed by the new Mayor Boris Johnson and there are currently no trade union representatives on the successor body. BECTU and SERTUC have protested about this development.

Olympics 2012

- 190 President Tony Lennon has been involved in continuous dialogue on issues affecting members who will be expected to work at or be affected by the 2012 Olympic Games. Meetings have been held between the FEU's Olympic Committee and LOCOG (the London Organising Committee for the Olympic Games). BECTU also sought a meeting with the IOC (International Olympic Committee) to discuss welfare conditions for all workers who will be employed either as staff or freelancers during the 2012 Games. Concerns were expressed regarding the legacy aspect of the Games, especially the longer term plans for the Olympic Broadcasting Media Centre. BECTU's National Executive Committee set up in December an inter-divisional Olympic Committee which met for the first time on 14 January 2009. After the General Secretary wrote to Olympics Minister Tessa Jowell, the government appeared to be re-thinking the non-permanent basis of the proposed media centre.

Federation of Entertainment Unions

- 191 The plenary FEU met four times during 2008, with the FEU sub-committees on Light Entertainment, Training and Diversity meeting on an ad-hoc basis. The FEU also held meetings throughout 2008 with the Director-General of the BBC, the BBC Trust, the Film Council and Ofcom. In addition, the Scottish FEU met to discuss matters of interest to members in Scotland.

INTERNATIONAL

UNI-MEI and Euro-MEI

- 192 BECTU continues to play an active role within the internationals UNI-MEI and Euro-MEI. General Secretary Gerry Morrissey and President Tony Lennon represent BECTU on the World Executive Committee of UNI-MEI. General Secretary Gerry Morrissey and National Official Willy Donaghy represent BECTU on the Executive Committee of Euro-MEI.
- 193 Lay representatives and national officials represented BECTU at a number of European conferences throughout 2008 as well as being active in social dialogue which took place between the broadcast and entertainment unions and their equivalents, and the employers' associations for those industries. AGS Luke Crawley represented BECTU in social dialogue with the European Broadcasting Union (EBU) and Willy Donaghy represented BECTU in social dialogue with the European performing arts employers' association, Pearle.

IATSE

- 194 BECTU continues to have a close working relationship with our US and Canadian equivalent union, IATSE. AGS Luke Crawley represented BECTU at the 2008 Board Meeting of IATSE. IATSE's International President Tom Short retired in 2008 and subject to the approval of conference has been awarded honorary membership of BECTU. The new International President Matthew Loeb has been invited to attend BECTU's 2009 annual conference.

Latin American Committee

- 195 Since conference last year the BECTU Latin America Committee had four meetings scheduled, but one meeting was cancelled due to a clash of commitments and another was inquorate. In September 2008 the committee arranged to show a film at head office about Venezuela, *No Volverán*, which drew around fifty people over two nights and sparked an interesting debate about the political situation in Venezuela, and the role of committed film-making versus an 'impartial' approach. We hope to arrange further screenings of other films about Latin America.
- 196 Committee members attended conferences on behalf of BECTU including the annual general meetings of Hands Off Venezuela, the Nicaragua Solidarity Campaign, the Venezuelan Information Centre, and other affiliated groups. The committee also supported the vigil at the United States Embassy to publicise the case of the Miami Five and published an article in the union's journal. In December 2008 the committee was also represented at the Latin America 2008 Conference at the TUC.
- 197 At annual conference last year we raised a record amount of £875.52 and the committee would like to thank all those who came to the social event we organised in Liverpool and contributed money. We made a donation of £500 to help Radio Caribè get back on the air after their transmitter had been damaged by Hurricane Felix. Radio Caribè is the sister station of Radio Zinica and is situated to the north of Blue Fields in Puerto Cabezas, on the Atlantic Coast of Nicaragua.
- 198 At the 2008 TUC in Brighton along with other BECTU delegates AGS Luke Crawley was able to meet Reynaldo Valdes Grillo, Deputy General Secretary of the CTC (the equivalent of the TUC in Cuba) and Manuel Montero Bistilleiro, its European Desk Director. We heard about the current position in Cuba and the celebrations planned in 2009 for the fiftieth anniversary of the Cuban Revolution.

RESEARCH

Broadcasting

- 199 BECTU provided a full response to the Ofcom Second Public Service Broadcasting (PSB) Review, indicating opposition to top-slicing the BBC licence fee; supporting an evolutionary approach including a continued PSB role for ITV; and advocating

alternative measures to address the PSB funding gap, including levies and discounted spectrum.

- 200 The union has strongly opposed the ITV Regional cutbacks, including the submission of counter-arguments to relevant MPs.
- 201 The union has, jointly with the NUJ, commissioned additional research from IPPR on the issue of PSB funding, in order to provide material for continuing lobbying on the PSB review and the BBC licence fee.
- 202 BECTU has submitted a series of consultation responses on the Digital Dividend Review, and especially on its implications for the Programme-Making and Special Events sector.

Film

- 203 The union has lobbied Government on a key aspect of the tax credit system, i.e. the focus on labour and facilities 'used and consumed' in the UK thereby including imported non-EU labour and excluding UK labour working abroad on location.
- 204 The related issue of the new 'Managed Migration' system replacing work permits has involved extensive discussions on a new Code of Practice for the film and TV sector and on subsequent monitoring arrangements/information to be agreed with the UK Border Agency.

Europe

- 205 BECTU has continued to convene the European Working Group comprising the FEU, Euro MEI, the UK Film Council, and Mary Honeyball MEP, including discussions on the Audiovisual Media Services Directive, European Commission restrictions on state aid support mechanisms, spectrum issues, copyright and employment law.
- 206 A specific concern has been the emergence - within the ongoing discussions on Working Time and the 48-hour opt out - of a new proposal to remove protections on maximum working week for individuals on contracts of less than ten weeks. BECTU has lobbied the TUC and MEPs on this issue, pointing out the negative implications for freelance workers who are regularly on short contracts.

Employment law

- 207 BECTU submitted evidence to the Parliamentary All Party Group for the Freelance Sector, covering the issues of tax status, employment status, long hours, vulnerable workers and health and safety.
- 208 Briefings on employment status and upfront agents' fees were provided to the BECTU Parliamentary Panel.
- 209 A submission on employment law and media issues was provided to the Labour Party for its 'Partnership in Power' policy consultation.

Legal service

- 210 Significant financial compensation has been won for members in personal injury and employment cases. As well as legal advice and representation in proceedings, the legal service has also continued access to the 24-hour helpline and to ancillary services such as will-making.
- 211 A new extension of the BECTU legal service is the option of pursuing copyright litigation free of charge through the union's solicitors Thompsons. This is otherwise an expensive and risky area of law for individuals to pursue on their own account.
- 212 The service is monitored at regular meetings with our lawyers Thompsons and decisions on the referral of cases are overseen by the union's in-house legal panel.

Copyright

- 213 BECTU's copyright activity encompasses the Copyright Committee (open to membership from relevant areas of the union); our copyright consultant Janet Ibbotson; our affiliations to the British Copyright Council, the Alliance for the Protection of Copyright and the collecting society DACS; submissions to Government consultations on copyright; casework for members; and the Script Registration Service.
- 214 Issues covered include copyright exceptions, creative content online and private copyright levies.
- 215 Our consultant Janet Ibbotson is also providing material for the dedicated copyright area on the union's rebuilt website - including updates on copyright policy issues and FAQs for members.

Health and safety

- 216 Health and safety issues at the workplace are dealt with wherever possible by our network of safety representatives, backed up by full-time officials.
- 217 The union's national work on health and safety encompasses:
- The National Health & Safety Committee of representatives from throughout BECTU.
 - The Bulletin distributed to all safety reps, together with training courses, health and safety craft cards (on the website) and the asbestos register.
 - Representation on HSE committees, including JACE (Joint Advisory Committee for the Entertainment Sector), the Training Working Group and the Film Industry Safety Group.
- 218 Issues covered include the finally published guidance on noise at work for our sector, the physical agents directive (dealing with optical radiation), asbestos, bullying at work, defibrillators and personal injury cases.

- 219 Recent initiatives include a union-wide survey of editors on health and safety problems such as RSI, and the introduction of a hearing test scheme for BECTU members providing access to tests at a reduced charge.

Other Issues

- 220 BECTU continues to provide tax and national insurance advice for members (including, in the recent period, a focus on vision mixers and on wildlife camera crews); and to participation on the Skillset Research Committee dealing with the provision of labour market data for our sector.

EQUALITY AND DIVERSITY

Equality and Diversity Committee

- 221 The Equality and Diversity Committee met four times in 2008. The committee comprises Christine Bond, Al Garthwaite, Alexys Becerra, Arti Dillon, Jane Perry, Vanessa Eaves and Ysanne Cole and is facilitated by BECTU Equality Officer, Kate Elliott.
- 222 Six women from across the BECTU divisions were very vocal at the TUC Women's Conference in Eastbourne in March 2008, debating several issues including the lack of regional news within the ITV networks and the potential impact of legalising prostitution.
- 223 At BECTU annual conference 2008 the EDC held the regular welcome to conference for new and returning delegates.
- 224 The 2008 BECTU Women's Conference entitled 'Future Positive' took place on Saturday 22 November in the Congress Centre at the TUC. Over 40 women from across the divisions took part in a wide range of thought-provoking workshops including self-defence, negotiating, new reps, goal-setting, public speaking and a workshop looking at addressing the lack of family friendly rights for freelancers entitled 'Is there work after children?' It was hoped that this would shape a motion to the 2009 TUC Women's Conference. Many women expressed an interest in attending BECTU annual conference in 2009, and in general becoming more active in the union. The day ended on a high note with a pub quiz designed for women in trade unions.
- 225 On the same evening a delegation of women from BECTU carried the BECTU banner through the streets of central London for 'Reclaim the Night' when women march for the right to walk the streets at night in safety and without fear; as this was timed to coincide with the Women's Conference it meant we were able to have a strong delegation of women.
- 226 The union took part in the 2009 TUC Equality Audit, whose results will be reported to the 2009 Trades Union Congress.

Black Members Committee

- 227 The Black Members Subcommittee of the NEC was delighted to receive early this year independent evidence of the success of the two-year Move on Up programme run in 2006 and 2007. The 115-page report of the independent evaluator into the four events concluded that of the black and minority ethnic professionals who participated in the evaluator's surveys a massive 72% reported substantial benefits in the wake of taking part in the event. Two of the events had been run in partnership with the NUJ. Successes included BME freelancers getting work on *Holby City*, *Casualty* and many other productions, writers and producers getting their ideas taken forward for development, the presenter of a late night show on an Asian satellite channel turning down several job offers in order to accept the offer of presenter on BBC News 24 and BBC 3. A presenter at BBC Birmingham is now on Sky News. Many others were invited to visit studios and workplaces, some were offered shifts, some won places on sought-after training schemes.
- 228 The Black Members' Committee shared the conclusion of the independent evaluator that Move on Up was a blueprint that could be adopted elsewhere in the creative industries, or indeed in other industries. So BECTU joined forces with the NUJ, Equity and the Musicians Union to propose extending Move on Up across the creative industries. Move on Up events would not only be repeated in film and broadcasting, news and radio at the employers' and BME workers' request, they would be run in theatres, music industry, national newspapers and magazines, and for actors. The Musicians Union wished to undertake a radical intervention within classical music to put representation of BME professionals in the sector on the agenda and start to bring about action.
- 229 The whole of the year was taken up with attempts to obtain the funding for this ambitious scheme. Bids and proposals were written and talks were held with a variety of potential funders. By the year-end discussions were taking place with the Department for Culture Media & Sport and the London Development Agency. The Cultural Leadership Programme agreed to join the partnership and part-fund the programme. The committee is grateful in particular to TUC Race Equality Officer Wilf Sullivan, SERTUC official Matt Dykes and the entertainer Lenny Henry for their substantial behind the scenes support for our attempts to obtain funding. The committee also wishes to thank the Federation of Entertainment Unions for so enthusiastically agreeing to be part of the proposal.
- 230 The influence of the union's Move on Up programme became clear in the 2007 Ofcom report which stated that a large number of broadcasters had included their participation in Move on Up events in their equality reports to the regulator. However, BECTU campaigned against Ofcom's own plans to offload their equality responsibilities onto their training committee, and have equality regulated by the broadcasters themselves. The union also took issue with Ofcom's refusal to follow the practice of the ITC, its forerunner, and publish diversity figures for named broadcasters. Ofcom published only the most general figures that were almost worthless. The union finally made a complaint under the Freedom of Information Act to the Office of the Information Commissioner. A year on the union is still awaiting their decision on whether to force Ofcom to reveal the broadcasters' ethnic monitoring data.

- 231 BECTU's black members' committee and their officer continued to push forward race equality in the radio industry through the Radio Industry Diversity Group, established by BECTU in partnership with the radio industry in 2006 in the wake of Move on Up in radio. Adopting a strategy of attempting to foster action in each of the different parts of the radio industry, a lot of effort was devoted to getting all the constituent parts around the table.
- 232 The RIDG brought on board the Student Radio Association and began a campaign to increase the number of BME students getting involved in radio. This was in response to the employers' view that student radio was a key recruiting ground for the industry. The campaign has had some success – 55 student radio stations agreed to take part – and it will clearly need to be an ongoing project.
- 233 The second intervention was with the radio independent production sector. Towards the end of the year SERTUC offered to assist BECTU, the Radio Independents' Group and the BBC under the auspices of the RIDG to run a one day event for the sector, sponsored by Diversity Works for London and the TUC. The event was due to take place on 29 January 2009 and by December about 30 companies had signed up to take part – a substantial proportion of the sector.
- 234 The Black Members' Committee was delighted to find that the proportion of BME members of BECTU had increased substantially over the period of the Move on Up programme and wishes to thank fellow members and officials for their recruitment efforts at the events. The committee held several open evenings aimed at networking and recruiting new members to the union.
- 235 BMSC chair Suresh Chawla's employment as a full time official of BECTU led to a reorganisation of the committee and new representatives from the Arts & Entertainment division. This in turn led to a campaign jointly run by the BMSC and the A&E division to recruit enough members at the Drum arts centre in Birmingham to start a branch. This was achieved, and as this report was being prepared a claim for recognition was being pursued. The committee congratulates BECTU member and BMSC committee member Carmen Wright for her leadership there.
- 236 The committee has continued its ongoing Black Leadership Initiative which simply aims to increase BME representation at all levels of the union. After the last annual conference two vacancies arose on the National Executive Committee and two black members committee members successfully ran for election. Tunji Akinsehinwa of the Camera branch was elected for LPD and Milton Robinson of the Alexandra Theatre in Birmingham was elected for the A&E division. BECTU can be proud that the elected lay membership of the NEC is more than 12% BME.
- 237 Finally the Black Members' Committee continued to pursue its long-term goal of securing funding for the trade union movement as a whole to undertake practical initiatives on race equality in the workplace. It was in 2005 that the TUC adopted BECTU's call for the government to establish a Union Diversity Fund.
- 238 A lot of hard work was undertaken to take this forward, and meetings were held with government throughout the year. The diversity officer, the secretary of the black members' committee and the General Secretary had a meeting with James Purnell,

Secretary of State at the Dept for Work and Pensions. The matter was raised by the BECTU delegation that met Andy Burnham, Secretary of State at the DCMS. At the time of writing, a meeting was taking place between several government departments to discuss how to take this further.

- 239 If BECTU is successful at obtaining funding for the next round of Move on Up it will again have taken two years to secure, just as it did after the first event in 2003. The committee is absolutely convinced that this intervention for race equality is the right way forward and so it is clear that if a Union Diversity Fund was achieved it would have substantial positive impact not just for BECTU but for the wider trade union movement.

Disabled Members Network

- 240 The BECTU Disabled Members Network comprises around 55 members, including disabled members and equality activists who may or may not themselves be disabled. It is estimated that around 600 BECTU members in total (about 2.2%) consider themselves disabled in the terms of the Disability Discrimination Act. That is broadly a definition under the 'medical model', listing impairments and conditions which 'qualify' you as disabled. The 'social model' of disability would greatly increase that proportion. The social model sees disability not in terms of 'what's wrong with you' but in terms of the cultural, environmental and economic barriers you face in asserting your equality. The Equality and Human Rights Commission says it wants to see a shift towards the social model in both legislation and practice. The BECTU Disabled Members Network intends to launch a publicity campaign at the union's 2009 conference in line with this, urging members to identify as disabled and to assert their entitlement to equality.
- 241 The Network is serviced by a committee comprising two reps from each division of the union. In theory these are one rep and a reserve, but the committee encourages both to attend its meetings (though on the rare occasion a vote is called for, only one may vote). The committee is chaired by Jane Perry (NEC member, BBC division), who has addressed each divisional committee on the work and aims of the Network.
- 242 The committee has monitored the accessibility of the union's buildings, services and communications. In particular it awaited with interest the launch of the union's redesigned website, and intends to put to the test its accessibility to people with visual and other impairments. The committee has also followed the long-running battle the union has waged with the property developer at the rear of the Clapham Road head office to secure the new wheelchair-accessible conservatory meeting room promised by the developer.
- 243 Among the divisional issues brought before the committee has been the question of parking facilities on location. An industry variant of the 'blue badge' was proposed by the Film Artistes Committee, which it was hoped could be endorsed by BECTU, Equity and PACT as applicable to cast, crew and background artists. The committee took the view that blue badge holders should have it respected regardless of which union they belonged to or what job they did.

- 244 The committee noted with regret the demise of the London Disability Arts Forum as a result of the withdrawal of its Arts Council funding. This has meant that the annual Disability Film Festival, which LDAF organised and which BECTU has supported in the past, will no longer be held.
- 245 Other disappointments have included: the first year of the Equality and Human Rights Commission, which the committee considered had failed to carry through the valuable work of the former Disability Rights Commission in terms of casework, advice and website resources; the introduction of 'workfare' through the replacement of Incapacity Benefit by the Employment and Support Allowance, which has impacted heavily on disabled people; case law decisions which have narrowed the scope for disability discrimination claims; the downgrading of the Minister for Disabled People in Gordon Brown's autumn reshuffle; and the government's reluctance to sign up to the UN Convention on the Rights of Disabled People without a number of reservations. In our own industries, Ofcom's determination to introduce looser regulation of broadcasters' equal opportunity practices was also regretted.
- 246 As in previous years members of the committee were BECTU's delegates to the TUC Disability Conference and the STUC Disabled Workers Conference. The committee's vice chair Turlough MacDaid is an elected member of the STUC Disabled Workers Committee. Through its chair, the committee has maintained good and active links with TUDA, the Trade Union Disability Alliance.
- 247 The committee has sought to reduce the amount of time it spends at its meetings on bureaucracy and paperwork, in favour of workshops, activities and seminars. Topics so far have included drafting propositions and the balance in law between disability and health & safety.

EDUCATION AND TRAINING

Training Committee

- 248 The Training Committee is a sub-committee of the NEC and has responsibility for overseeing the education and training activity of BECTU, representing the interests of members and accounting to the NEC.
- 249 The members of the committee are:
- | | |
|------------------|----------------------------|
| Ann Jones | RPD (chair) |
| John Handley | RPD |
| Siân Gale | RPD (reserve) |
| Lezli Everitt | LPD |
| Martin Roberts | A&E |
| Maurice Marshal | A&E (reserve) |
| Sebastian Barnes | A&E |
| Charlotte Simon | BBC |
| Mark Scrimshaw | BBC |
| Mark Rivers | BBC (reserve) |
| Willis McBriar | BBC (representing the NEC) |

- 250 Despite the successful re-launch of the committee after a period of inactivity it still proves difficult to convene quorate meetings. The committee will continue to examine its role and examine the practicalities of expanding its role and developing a more pronounced external role and a more activist profile. However, most members of the committee are involved in learning and skills activities and communication takes place between members.
- 251 The external bodies in which we have participated during 2004 include; Skillset committees for film skills, TV skills, interactive media and computer games; Skillset Regional Skills panels; national boards for Scotland and Wales. FT2; Arts and Entertainment Technical Training Initiative (AETTI); SkillsScene; Association of British Theatre Technicians Education Committee (ABTT); Cultural and Creative Industries Sector Skills Council (CCskills); FEU Training Committee; TUC National Training Network.

FT2

- 252 FT2 (Freelance Training for Film and TV) remains the pre-eminent new entrants training scheme in the industry. It is a partnership between BECTU, PACT and key Industry partners including, BBC, ITV, Channel 4 and representatives from the film industry. Training Officer Brian Kelly became Chair of the board in November 2007 and the other BECTU board members are Peter Cox (LPD) and Tim Potter (LPD).
- 253 Following a period of uncertainty and after long discussions with Skillset, FT2 submitted a successful bid for a 44-week new entrants scheme entitled 'Changing Technologies for New Entrants'. Unfortunately, due the downsizing of the organisation and the need to focus on core programmes, the Grips apprenticeship has been transferred to local FE colleges and the assessment centre part of FT2 has also closed. Due to the continuing difficulties in the availability of finance we would anticipate ongoing financial challenges ahead.

Skillset

- 254 BECTU continue to be active in the work of Skillset, with Martin Spence on the board and the Film Skills Committee, Sharon Elliott on the TV Skills Committee, Willie Lesslie is on the Games Committee and Pat Styles sits on the Interactive Media Skills Committee.
- 255 Brian Kelly sits on the national boards for Scotland and Wales following a significant re-organisation of governance and committee structure. In Wales there have been significant developments following the setting up of the Skills Task Force on which Brian Kelly sits and the activity consequent on the establishment of the FEU project under the management of Siân Gale.
- 256 John Crumpton and Mark Scrimshaw both sit on the Skillset North skills panel, which is potentially the most influential skills body in the region as it combines the strategic and spending power of the whole of the North.
- 257 Our major emphasis on all bodies to ensure that the funds raised by the industry are fairly invested by ensuring that freelancers get access to affordable high quality

training and that employers pay their fair share. We also try to make sure that priorities selected for investment take account of the needs and aspirations of BECTU members. Skillset, like all SSCs, has applied for re-licensing as an SSC and as it is in the first wave of applicants the result may be known early in 2009.

Creative and Cultural Skills

- 258 CCskills is the SSC for the creative and cultural industries. The sector includes our theatre technician members and also potential members in the live music/performance sector. The SSC has made progress towards a Sector Qualification strategy and also played an important supporting role in PLASA becoming an accredited qualification awarding body. We continue to discuss, with them, the potential of apprenticeship schemes within the sector and have produced a guide to best practice for apprenticeships which is downloadable from the new BECTU website.
- 259 Training Officer Brian Kelly sits on the steering group of the National Skills Academy (NSA) for technical theatre and live music. Due to rapid progress in the development of the NSA project, the steering group will be replaced by an appointed board in April 2009.
- 260 BECTU members, in particular Sebastian Barnes in the Midlands, are also active on local/regional consortia of the NSA – these will be the key training delivery partnerships of the NSA. National Officials Kate Elliott and Lynne Korniak have also played a key role in this development.
- 261 The TUC/CCSkills liaison committee chaired by Christine Payne (Equity's General Secretary) has continued to meet and has been influential in contributing to the Sector Skills Agreement. Brian Kelly, Willy Donaghy and Kate Elliott (reserve) all sit on the committee. CCSkills is seeking re-licensing as an SSC and will learn whether it has been successful in the summer of 2009.
- 262 Brian Kelly sits on the board of Skillscene for BECTU, which now has a Memorandum of Understanding (MOU) to develop all SSC work on the production of National Occupational Standards (NOS). Skillscene will be supporting the work of the BECTU/SOLT Standards Committee in updating and amending the NOS for use in the new grading scheme and also for the development of new qualifications.

BECTU/SOLT Standards Committee

- 263 The committee began meeting in 2008 and it is anticipated that its work will finish by early 2009. The committee is made up of both union and management delegates, including, from BECTU, Glen Keane, David Draude, James Couper, Kate Elliott and Brian Kelly. The purpose of the committee is to update the current grading structure so that it reflects the skills entailed in carrying out the job. It is intended that this will lead to both enhanced pay and conditions and also lay the basis for future qualifications that will be relevant across the industry.

Other activity

- 264 Elsewhere, Kate Elliott represented BECTU on the ABTT education committee, Yvonne Smith sits on the committee of Women in Digital Entertainment at the University College of the Creative Arts (UCCA). Once again, Brian Kelly represented the union at numerous TUC/unionlearn bodies and committees. John Crumpton has worked with Northwest Vision and media, Unionlearn in the North West and Yorkshire. Following many active years as a trustee Siân Gale has recently stood down from the board of Cyfle (the key training organisation for the Welsh TV Film and Interactive Media Industry) a replacement is currently being sought.

COMMUNICATIONS

New website

- 265 Work has continued since May 2008 on the development of the union's new website. Once the design was agreed, the various modules - news, campaigns, branches, Crewbus, events, training and development, to name but a few - were added.
- 266 Where the project required reference to the membership database, extensive liaison with Miller Technology Ltd took place.
- 267 Branch secretaries will have ready access to information about their branch membership and will be able to send group emails to all or part of their membership. These features, together with the branch web pages, offer new opportunities for branches to strengthen their organisation using the site.
- 268 The soft launch of the site - user testing of key functionality involving BECTU staff, NEC and branch representatives, the communications committee and members of the Disabled Members' Network - got underway on 26 November. This process informed the decision about the go-live date, which was eventually set for early March 2009.
- 269 Members were kept up to date with website plans via articles in the union's journal and a branch circular.
- 270 Sharon Elliott, Communications Officer, and Brian Kelly, Training Officer, met with officials from BERR and the UMF supervisory board on 7 November 2008 to advise them of progress on the project in year 1. Year 2, 2009, will see delivery of a substantial programme of training to help BECTU users to get the most benefit from the new site.

Communications Committee

- 271 Following last year's conference the Communications Committee met on 10 June, 5 September and 1 December 2008. The committee meets as required. Not surprisingly the Committee's discussions have centred on the make-up and delivery of the new website and on plans to make *Stage Screen and Radio* available online.

Stage Screen & Radio

- 272 The completion of the two-year Move on Up diversity programme meant that Janice Turner returned fulltime to the editor's chair. The union expressed its thanks and gratitude to acting editor Ruby Ali, whose contract ended in February 2008, for her work.
- 273 The journal reflected the tough times experienced by union members, with every single issue reporting on funding cuts and job losses across broadcasting and theatres. Another common thread was the debate on the future of public service broadcasting, which received ongoing coverage throughout the year.
- 274 The members made more use than ever of the magazine, using the letters page to air issues of concern including microbudget productions and the chaos caused by late script changes, and often to ask other members if they can help with information or contacts. Many more members contacted the editor to request articles about their industrial area, including the grips and the transmission companies, or to ask for information such as a query on a health and safety issue. Other members wrote articles themselves. All this input was extremely welcome and helped the magazine to better reflect members' concerns.
- 275 A series of campaigns was run by *Stage Screen & Radio* magazine hand in hand with different groups of members throughout the year.
- 276 The campaign against rip-offs in the film industry continued alongside the debates in the letters page. The journal carried out its own investigations, often at the members' request, into companies that had failed to pay members. One particular case was that of Ironopolis Film Company Ltd. The first report in *Stage Screen & Radio's* June issue was taken up by the local and regional press in the north-east. A subsequent report, arising from further information from members, was then taken up by the BBC's Inside Out programme in the northeast and Cumbria. The editor assisted the investigation which was broadcast on BBC1 in October and a report of which appeared in the November issue of the journal.
- 277 The journal also resurrected a previous practice of publishing freelance pay rates under the headline: 'Don't accept less', which proved extremely popular with freelancers. This was in tandem with the audacious and hugely successful campaign within LPD and RPD to re-establish minimum rates.
- 278 Another successful campaign launched by the journal was in response to reports and photographs sent in by NUJ photographers. NUJ and BECTU members, all carrying press cards recognised by the Association of Chief Police Officers, had been searched during a demonstration against climate change in early August in Kent. The press cards – issued by BECTU and the NUJ – were completely ignored by the police who insisted on searching an ITV Meridian crew and their presenter along with a group of freelance photographers and a videojournalist. The latter group were followed and filmed by a police surveillance team. The photographic proof was published on the front cover of the magazine with the title 'Taking liberties', along with substantial coverage inside.

- 279 BECTU and the NUJ – which had also received complaints from members – took the issue to the gatekeepers’ meeting of the UK Press Card Scheme where they made it absolutely clear that this police behaviour was unacceptable. BECTU General Secretary followed up with a complaint to the Chief Constable of Kent. The union was surprised and pleased to receive a reply from Kent Police apologising for their actions, saying that lessons would be disseminated more widely. This welcome development in defence of the freedom of the press to report without fear of intimidation was reported in the December/January issue of *Stage Screen & Radio*.
- 280 Finally, in response to a conference resolution, the editor put forward several options for putting the journal onto the BECTU website. As the conference report was being prepared the National Executive Committee was deliberating on the matter. During the year the NEC decided that the cost of developing the website should be subsidised by a cut in the journal budget, which resulted in the necessity to reduce the frequency of the journal to eight issues per year.

**APPENDIX A:
PROPOSITIONS CARRIED AND REMITTED AT THE 2008 CONFERENCE**

PROPOSITIONS CARRIED

Proposition 1/08 Venue for conference

That this annual conference recognises that BECTU has many members across the nations of the UK but has not held conference outside England for well over a decade despite previous propositions urging the NEC to consider such locations. This conference instructs the NEC to give more serious consideration to a cost-effective venue outside England for the next conference whose location is yet to be settled.

The possibility was explored of a conference in Northern Ireland, subsidised by the Northern Ireland Conference Support Programme, and perhaps involving Euro-MEI as an international partner. However the support programme is not available for 2010, and this made the project unviable. Because 60% of conference delegates are based in the South East of England, all conferences outside England entail prohibitive logistical and travel costs. Several branches responding to the questionnaire which followed the 2008 conference called for conference to be held in London. However the union does not enjoy advantageous terms with any London venue, and a conference where a majority of delegates would be non-residential would have little or no social aspect. At its meeting on 8 November 2008 the NEC heard that the De Vere Royal Bath Hotel was offering the same rates for a conference in 2010 as for 2009, and agreed that the union's 2010 conference should be held again in Bournemouth.

Proposition 2/08 Information

That this annual conference instructs the NEC to make minutes of its meetings available to BECTU members online.

This motion should be implemented by the Communications Officer as soon as the new website is up and running.

Proposition 3/08 Political Fund

That this annual conference believes that the Political Fund could be better used as a tool for furthering BECTU's aims in parliament and elsewhere. It instructs the NEC to discuss with the divisions details of Political Fund activities over the past five years, whether there is scope to increase or broaden these, and whether an increase in members' Political Fund contributions is indicated.

On behalf of the NEC the General Secretary wrote to all divisional committees of the union asking for their comments on the use of the Political Fund. None of them suggested changing the current arrangements.

Proposition 5/08 Participatory democracy

That this annual conference notes that secure member access to the BECTU website has the potential to free parts of the democratic process from scheduled meetings, increase overall activity and allow participation over time from home or workplace. This conference believes this approach would encourage greater participation by membership and strengthen the union and instructs the NEC to assess the feasibility of setting up the facilities to do this and report back to all divisions.

The terms of this proposition were passed to the union's Communication Committee, and have informed the development of the union's redesigned website.

Proposition 7/08 Unpaid hours

That this annual conference deplores the increasing incidence of production companies expecting everything to be ready when they turn up, and refusing to pay for prep and wrap hours outwith the production times, sometimes leading to erosion of actual breaks between duties and infringements of the Working Time Directive.

This conference calls on the NEC to take vigorous action to eliminate these abuses of the dedication of members to their jobs, and to ensure proper recognition of the need for adequate prep, wrap – and, where applicable, travel time – to be included in paid hours.

The terms of this proposition were passed to the Regional Production and London Production division committees for their comments on how best to implement it.

Proposition 8/08 European model contracts

That this annual conference supports the initiative of IMAGO (the European Federation of Cinematographers) to develop pan-European model contracts.

AGS Martin Spence made contact with the Chief Executive of IMAGO and conveyed the terms of this proposition.

Proposition 13/08 Wales, Scotland and Northern Ireland

That this annual conference recognises that following devolution responsibility for education, economic development and other devolved issues in Wales, Scotland and Northern Ireland now resides with the Welsh Assembly Government, the Scottish Parliament and the Northern Ireland Government respectively. Conference calls on BECTU to ensure that formal responses to consultations on issues that affect the working lives and career development opportunities of BECTU members across all four countries

within the UK are properly addressed, and that sufficient time and resources are available to respond effectively to important policy documents.

The General Secretary had advised the area/national committees and appropriate regional officers of this proposition, asking them to make the General Secretary and Andy Egan aware of any consultation papers which may need responses.

Proposition 14/08 Freelance fairs

That this annual conference recognises and applauds the success of BECTU's freelance fairs held in London, Bristol and Manchester. Conference proposes that BECTU provides the necessary financial and human resources required to deliver an equally successful freelance fair to be held in Cardiff during 2008/9.

The NEC has agreed that fairs, not Freelance Fairs but fairs for all members, should be held in Cardiff in March and Belfast in May 2009. Where non-members attend they will pay a charge of £10.

Proposition 16/08 Arts and theatre funding

That this annual conference calls on the NEC to make representation to the Arts Council of England to ensure they have a clear and transparent arts and theatre funding policy.

Action was taken by the FEU which approached Baroness Genista McIntosh over her review of the way the Arts Council distributed monies. Her review, published in July 2008, of ACE's investment strategy, which concluded that 'both its design and its implementation had flaws which exposed ACE to reputational damage', is available online from ACE's website at www.artscouncil.org.uk/downloads/investstratrev.pdf.

Proposition 17/08 Long service

That this annual conference considers that any member having served a period of fifty years membership should receive a certificate in recognition of his/her service presented by the President.

The Membership Department was asked to identify members of BECTU who have been in membership for fifty years or more. The number was greater than anticipated, and an appropriate means of devising and awarding such a certificate is being considered. BECTU's longest-serving surviving member is Sir Roger Moore, was been invited to attend the 2009 annual conference as a guest of the NEC. Unfortunately he could not attend because of overseas commitments, but he has conveyed his best wishes to conference.

PROPOSITIONS REMITTED

Proposition 4/08 **Party political and party election broadcasts**

That this annual conference instructs the NEC to draw up a clear set of guidelines which fully explain the actions which members should take when facing ethical decisions while working on party political and party election broadcasts. The guidelines should clearly state what actions members can and cannot take and what support BECTU will and will not give. These guidelines will be published on the BECTU website and in the journal as well as other appropriate places at times when such advice is likely to be needed. These guidelines should be pan-BECTU and will replace the less formal and less thorough ad-hoc advice generally given during past elections.

AGS Luke Crawley drafted a paper for consideration by the NEC, and guidance was issued in February 2009 in Branch Circular 758.

Proposition 9/08 **Funding of public service broadcasting**

That this annual conference instructs the NEC to lobby the new Culture Secretary [and] BECTU's MP and MEPs groups to ensure cable, satellite and digital channels and suppliers help fund public service broadcasting.

This would be aimed at ensuring all organisations that benefit commercially from licences to broadcast on digital, cable or satellite in the UK help fund terrestrial public service broadcasting and to stop existing public funding being redirected to fill this gap.

Work in line with this proposition has included our submission to the Ofcom PSB review and collaboration with the IPPR, which has already submitted an interim report for the Federation of Entertainment Unions.

Proposition 12/08 **Hands Off Venezuela**

That this annual conference instructs the NEC to affiliate [BECTU] to the Hands Off Venezuela Campaign.

AGS Luke Crawley obtained a copy of the constitution of the Hands Off Venezuela Campaign, and the NEC approved affiliation at its meeting on 17 July 2008.

**APPENDIX B:
INCOME AND EXPENDITURE FORECAST 2009**

	2008	2009
Projected Income		
Contributions	£4,908,000	£4,931,000
Other Income	£72,000	£72,000
Total Income	£4,980,000	£5,003,000
Expenditure		
Salaries	£2,244,000	£2,237,630
Staff Training	£20,000	£20,000
Alfie Squires Bursary	£5,000	£5,000
Pensions	£535,900	£538,600
Rates & Upkeep	£260,000	£260,000
Post & Telephones	£150,000	£150,000
Computer Maintenance	£60,000	£80,000
Printing & Stationery	£130,000	£120,000
Legal & Professional	£180,000	£170,000
Audit Fees	£18,000	£20,000
Bank Charges	£22,000	£22,000
Consultancies	£10,000	£10,000
Branch Funds	£5,000	£5,000
Head Office & General Organising	£90,000	£90,000
Divisional & Other Organising	£565,600	£575,000
NEC & Sub Committees	£35,000	£35,000
Regional Offices	£75,000	£77,500
Journal	£120,000	£100,000
Communications	£20,000	£30,000
Equality & Diversity Committee	£7,000	£7,000
Health & Safety Committee	£7,000	£7,000
Training Committee	£7,000	£7,000
Disability Committee	£7,000	£7,000
Black Members Committee	£7,000	£7,000
Annual Conference	£130,000	£150,000
Women's Conference	£10,000	£10,000
Affiliation Fees	£100,000	£105,000
Ballot Expenses	£20,000	£0
Grants & Donations	£5,000	£5,000
Property Repairs	£16,500	£31,500
Benevolent Fund	£4,200	£4,200
Death Benefit Grants	£28,700	£28,700
Total Expenditure	£4,894,900	£4,915,130
Surplus before depreciation	£85,100	£87,870
Depreciation	£80,000	£80,000
Surplus after depreciation	£5,100	£7,870

**APPENDIX C:
STATISTICAL BREAKDOWN OF MEMBERSHIP**

MEMORANDUM

From: David Cormack
To: All staff
Subject: MEMBERSHIP STATISTICS
Date: 6 January 2009

I attach the paid-up membership statistics for BECTU as at 31 December 2008 which will be used in annual returns and for calculating affiliations. (Scroll right if reading the table online.) The statistics should be read in conjunction with the Notes given on the next page. The previous five years' statistics are given for comparison (figures as at 31 December for the years 1997 to 2002 will be found in the NEC's reports to conference 2003 to 2005). For the eighth year there is a comprehensive gender breakdown on a geographical and divisional basis. I should once again like to thank the Database Administrator, Gabi Klösters, for her work in compiling these statistics.

The total membership shows a decline of 2.3% over the figure as at the end of 2007, predominantly in the BBC division where the decline in membership since 2005 has continued. However the rate of decline is slower than the previous year's 3.5%. With its absorption of the former Laboratories division London Production has increased its lead over the BBC division as the largest in the union, though it suffered a drop in membership for the first time. Regional Production remains only just short of a figure that would provide it with an additional NEC member in elections due in 2010. The (still relatively small) membership in the Republic of Ireland has held up, but membership on the Isle of Man and Channel Islands remains on the point of extinction. Worryingly, the overall proportion of women members continues to fall.

In the figures for the end of 2002 the number of members with unknown addresses dropped below 1,000 for the first time. At the end of 2008 there was a slight rise from 294 to 338, or just over 1.3% of the total membership. The number of British members claiming statutory exemption from contributing to the political fund remains virtually unchanged.

DAVID CORMACK

NOTES TO THE MEMBERSHIP STATISTICS

¹ The definition of a paid-up member in rule 11(a) was altered at the May 2003 annual conference to include members with not more than six months of arrears. Previously only members with not more than eight weeks of arrears were included. This produced an increase in the paid-up total as at the end of that year.

² This is the number statutorily exempt through having contracted-out of contributing to the political fund. Members outside Great Britain are not required to contribute. Hence the total number of members *contributing* to the political fund as at 31 December 2008 was 24,841 (Great Britain membership minus statutorily exempt members).

³ The figure in brackets after each division's membership is the number of NEC places determined by that membership. NEC places shown as at 31 December in even years are notional only, biennial NEC elections not being due in odd-numbered years.

⁴ The Laboratories division ceased to exist with effect from 1 December 2007. Its former membership is included in that of the London Production division.

As at 31 December	2003	2004	2005	2006	2007	2008
Total paid-up membership:	26,192 ¹	26,285	27,354	26,543	26,210	25,622
of which:						
Men:	17,604 (67.2%)	17,698 (67.3%)	18,331 (67.0%)	18,148 (68.4%)	18,049 (68.9%)	17,798 (69.5%)
Women:	8,588 (32.8%)	8,587 (32.7%)	9,023 (33.0%)	8,395 (31.6%)	8,161 (31.1%)	7,824 (30.5%)
Postal addresses unknown:	691 (2.6%)	455 (1.7%)	355 (1.3%)	293 (1.1%)	294 (1.1%)	338 (1.3%)
Exempt from political levy: ²	161 (0.6%)	162 (0.6%)	160 (0.6%)	155 (0.6%)	161 (0.6%)	166 (0.7%)
Total members in:						
Great Britain:	25,614	25,688	26,710	25,950	25,626	25,007
of which:						
England:	22,320	22,453	23,417	22,684	22,348	21,735
Scotland:	1,940	1,882	1,943	1,863	1,871	1,872
Wales:	1,354	1,353	1,350	1,403	1,407	1,400
Total members in:						
Northern Ireland:	540	547	585	539	534	526
Republic of Ireland:	28	40	54	51	48	54
Channel Islands:	4	4	2	2	1	1
Isle of Man:	6	6	3	1	1	1
Total divisional memberships: ³						
Arts & Entertainment	4,933 (3)	4,937 (3)	5,137 (3)	5,236 (3)	5,376 (3)	5,399 (3)
BBC	6,820 (4)	7,182 (4)	8,217 (5)	7,372 (4)	7,068 (4)	6,464 (4)
Independent Broadcasting	3,281 (2)	2,956 (2)	2,438 (2)	2,246 (2)	2,164 (2)	2,329 (2)
Laboratories	586 (1)	529 (1)	407 (1)	335 (1)	- ⁴	
London Production	7,188 (4)	7,062 (4)	7,353 (4)	7,411 (4)	7,611 (4)	7,473 (4)
Regional Production	3,384 (2)	3,533 (2)	3,802 (2)	3,943 (2)	3,991 (2)	3,957 (2)

GENDER BREAKDOWN: GEOGRAPHICAL

	Men	Women
Total paid up membership 2001	16,330 (66.3%)	8,301 (33.7%)
Total paid up membership 2002	16,624 (66.3%)	8,440 (33.7%)
Total paid-up membership 2003	17,604 (67.2%)	8,588 (32.8%)
Total paid-up membership 2004	17,698 (67.3%)	8,587 (32.7%)
Total paid-up membership 2005	18,331 (67.0%)	9,023 (33.0%)
Total paid-up membership 2006	18,148 (68.4%)	8,398 (31.6%)
Total paid-up membership 2007	17,681 (69.0%)	7,946 (31.0%)
Total paid-up membership 2008	17,798 (69.5%)	7,824 (30.5%)
Members in England 2001	14,176 (67.0%)	6,973 (33.0%)
Members in England 2002	14,413 (67.4%)	6,981 (32.6%)
Members in England 2003	15,213 (68.2%)	7,107 (31.8%)
Members in England 2004	15,344 (68.3%)	7,109 (31.7%)
Members in England 2005	15,961 (68.2%)	7,456 (31.8%)
Members in England 2006	15,764 (69.5%)	6,920 (30.5%)
Members in England 2007	15,574 (69.7%)	6,774 (30.3%)
Members in England 2008	15,341 (70.6%)	6,394 (29.4%)
Members in Scotland 2001	1,029 (58.4%)	732 (41.6%)
Members in Scotland 2002	1,066 (56.6%)	816 (43.4%)
Members in Scotland 2003	1,142 (58.9%)	798 (41.1%)
Members in Scotland 2004	1,098 (58.3%)	784 (41.7%)
Members in Scotland 2005	1,111 (57.2%)	832 (42.8%)
Members in Scotland 2006	1,116 (59.9%)	747 (40.1%)
Members in Scotland 2007	1,165 (62.3%)	706 (37.7%)
Members in Scotland 2008	1,132 (60.5%)	740 (39.5%)
Members in Wales 2001	813 (64.9%)	439 (35.1%)
Members in Wales 2002	824 (63.6%)	471 (36.4%)
Members in Wales 2003	880 (65.0%)	474 (35.0%)
Members in Wales 2004	881 (65.1%)	472 (34.9%)
Members in Wales 2005	861 (63.8%)	489 (36.2%)
Members in Wales 2006	904 (64.4%)	499 (35.6%)
Members in Wales 2007	941 (66.9%)	466 (33.1%)
Members in Wales 2008	930 (66.4%)	470 (33.6%)
Members in Northern Ireland 2001	286 (65.6%)	150 (34.4%)
Members in Northern Ireland 2002	295 (64.0%)	166 (36.0%)
Members in Northern Ireland 2003	340 (63.0%)	200 (37.0%)
Members in Northern Ireland 2004	332 (60.7%)	215 (39.3%)
Members in Northern Ireland 2005	350 (59.8%)	235 (40.2%)
Members in Northern Ireland 2006	324 (60.1%)	215 (39.9%)
Members in Northern Ireland 2007	330 (61.8%)	204 (38.2%)
Members in Northern Ireland 2008	331 (62.9%)	195 (37.1%)
Members in the Republic of Ireland 2001	16 (76.2%)	5 (23.8%)
Members in the Republic of Ireland 2002	16 (80.0%)	4 (20.0%)
Members in the Republic of Ireland 2003	20 (71.4%)	8 (28.6%)
Members in the Republic of Ireland 2004	35 (87.5%)	5 (12.5%)
Members in the Republic of Ireland 2005	43 (79.6%)	11 (20.4%)
Members in the Republic of Ireland 2006	37 (72.6%)	14 (27.5%)
Members in the Republic of Ireland 2007	37 (77.1%)	11 (22.9%)
Members in the Republic of Ireland 2008	38 (70.4%)	16 (29.6%)

GENDER BREAKDOWN: GEOGRAPHICAL (CONTINUED)

	Men	Women
Members in the Channel Islands 2001	4 (100.0%)	0 (0.0%)
Members in the Channel Islands 2002	4 (100.0%)	0 (0.0%)
Members in the Channel Islands 2003	4 (100.0%)	0 (0.0%)
Members in the Channel Islands 2004	4 (100.0%)	0 (0.0%)
Members in the Channel Islands 2005	2 (100.0%)	0 (0.0%)
Members in the Channel Islands 2006	2 (100.0%)	0 (0.0%)
Members in the Channel Islands 2007	1 (100.0%)	0 (0.0%)
Members in the Channel Islands 2008	1 (100.0%)	0 (0.0%)
Members in the Isle of Man 2001	6 (75.0%)	2 (25.0%)
Members in the Isle of Man 2002	6 (75.0%)	2 (25.0%)
Members in the Isle of Man 2003	5 (83.3%)	1 (16.6%)
Members in the Isle of Man 2004	4 (66.7%)	2 (33.3%)
Members in the Isle of Man 2005	3 (100.0%)	0 (0.0%)
Members in the Isle of Man 2006	1 (100.0%)	0 (0.0%)
Members in the Isle of Man 2007	1 (100.0%)	0 (0.0%)
Members in the Isle of Man 2008	1 (100.0%)	0 (0.0%)

GENDER BREAKDOWN: DIVISIONAL

	Men	Women
Arts & Entertainment division 2001	3,192 (55.7%)	2,540 (44.3%)
Arts & Entertainment division 2002	3,093 (56.5%)	2,380 (43.5%)
Arts & Entertainment division 2003	2,837 (57.5%)	2,096 (42.5%)
Arts & Entertainment division 2004	2,860 (57.9%)	2,077 (42.1%)
Arts & Entertainment division 2005	3,117 (60.7%)	2,020 (39.3%)
Arts & Entertainment division 2006	3,283 (62.7%)	1,953 (37.3%)
Arts & Entertainment division 2007	3,397 (63.2%)	1,979 (36.8%)
Arts & Entertainment division 2008	3,474 (64.4%)	1,925 (35.7%)
BBC division 2001	3,668 (60.3%)	2,411 (39.7%)
BBC division 2002	3,833 (60.0%)	2,557 (40.0%)
BBC division 2003	4,069 (59.7%)	2,751 (40.3%)
BBC division 2004	4,262 (59.3%)	2,920 (40.7%)
BBC division 2005	4,656 (56.7%)	3,561 (43.3%)
BBC division 2006	4,342 (58.95)	3,030 (41.1%)
BBC division 2007	4,214 (59.6%)	2,854 (40.4%)
BBC division 2008	3,823 (59.1%)	2,641 (40.9%)
Independent Broadcasting division 2001	2,222 (71.7%)	875 (28.3%)
Independent Broadcasting division 2002	2,225 (70.4%)	935 (29.6%)
Independent Broadcasting division 2003	2,331 (71.0%)	950 (29.0%)
Independent Broadcasting division 2004	2,145 (72.6%)	811 (27.4%)
Independent Broadcasting division 2005	1,795 (63.7%)	642 (26.3%)
Independent Broadcasting division 2006	1,653 (73.6%)	593 (26.4%)
Independent Broadcasting division 2007	1,602 (74.0%)	562 (26.0%)
Independent Broadcasting division 2008	1,745 (74.9%)	584 (25.1%)
Laboratories division 2001	613 (88.2%)	82 (11.8%)
Laboratories division 2002	572 (87.6%)	81 (12.4%)
Laboratories division 2003	516 (88.1%)	70 (11.9%)
Laboratories division 2004	471 (89.0%)	58 (11.0%)
Laboratories division 2005	358 (88.0%)	49 (12.0%)
Laboratories division 2006	298 (89.0%)	37 (11.0%)
Laboratories division 2007 ³		
London Production division 2001	4,656 (73.6%)	1,666 (26.4%)
London Production division 2002	4,787 (73.6%)	1,713 (26.4%)
London Production division 2003	5,334 (74.2%)	1,854 (25.8%)
London Production division 2004	5,224 (74.0%)	1,838 (26.0%)
London Production division 2005	5,526 (75.1%)	1,827 (24.9%)
London Production division 2006	5,590 (75.4%)	1,821 (24.6%)
London Production division 2007	5,815 (76.4%)	1,795 (23.6%)
London Production division 2008	5,747 (76.9%)	1,726 (23.1%)
Regional Production division 2001	1,996 (73.8%)	710 (26.2%)
Regional Production division 2002	2,114 (73.2%)	774 (26.8%)
Regional Production division 2003	2,517 (74.4%)	867 (25.6%)
Regional Production division 2004	2,661 (75.3%)	872 (24.7%)
Regional Production division 2005	2,878 (75.7%)	924 (24.3%)
Regional Production division 2006	2,981 (75.6%)	961 (24.4%)
Regional Production division 2007	3,021 (75.7%)	970 (24.3%)
Regional Production division 2008	3,009 (76.0%)	948 (24.0%)