

the **Journalist**

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Full Stop. Ends...

Young journalists flee newspapers for PR

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Did you dream of becoming a reporter or an editor? Many of us did, attracted by an exciting career full of variety and the potential to hold power to account.

But, as Ruth Addicott finds in our cover feature, many young people are deserting these roles not long after achieving them, finding that the reality of clickbait driven, office-bound journalism today is not what they dreamt of.

And then there's the pay...or lack of it. Louise Tickle looks at the prevalence of media organisations and other groups who expect journalists to work for nothing.

Since the last edition of The Journalist the NUJ has held its biennial delegate meeting – the policy setting framework for the union. Low pay, worsening conditions at the BBC, Iran's treatment of journalists on the BBC's Persian service and many other issues were on the busy agenda in Southport.

There was also a motion calling for The Journalist to remain a print publication published at least six times a year. It came as the union's strategic communications review raised a question over the frequency of the magazine. I was delighted that the motion from Bristol branch was passed with no opposition. I'm glad that the delegates showed that they appreciate the magazine. I know many non-activist members also value it.

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Cover picture
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Raymond Snoddy
Page 18

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Page 22-23

Al-Jazeera staff vote on nine per cent pay offer

As The Journalist went to press, staff at Al Jazeera's English-language TV channel in London were preparing to vote on a pay offer brokered by the conciliation service Acas.

The nine per cent offer over two years came as staff had been preparing to stage a one-day strike followed by indefinite action short of a strike.

The NUJ had said that the channel, which is funded by the Qatari government, has failed to honour an agreement to negotiate pay on an annual basis. Both members of the NUJ and Bectu, which represents technical staff, voted to take action.

Following the strike the chapel had planned indefinite action involving taking statutory and contractual



meal breaks in full; not answering telephone calls, emails and message out of normal working hours and on days off work; and the withdrawal of goodwill.

Al Jazeera English is based in Doha and has about 130 staff in London.

The deal for 2018 is an across-the board pay increase of six per cent backdated to 1 January and a consolidated

pay increase of 3 per cent for 2019. Members of the NUJ and Bectu will now vote to accept or reject the offer.

The management's offer follows three years of negotiations and four years without a pay rise. The joint unions said they hoped the offer was proof that Al Jazeera will now take the collective bargaining process, and its relationship with the staff unions, seriously.

Messages of support for the Al Jazeera staff have included other unions and the NUJ's BBC Radio and Future Media Chapel, which said: "Solidarity and all good wishes to colleagues at Al Jazeera English from the NUJ's BBC Radio and Future Media Chapel. You deserve a pay rise! Unless journalists are paid properly, there'll be no such thing as press freedom."



Solidarity and all good wishes to colleagues at Al Jazeera English from the NUJ's BBC Radio and Future Media Chapel. You deserve a pay rise!

NUJ's BBC Radio

inbrief...

PRESS REVIEW CHAIR IS DAME FRANCES

The Government has appointed Dame Frances Cairncross as chair of its review of press sustainability in the UK and has published its terms of reference. She is a former economic journalist, author and academic administrator.

UK STATIC IN PRESS FREEDOM INDEX

Britain has stayed at number 40 out of 180 countries on the 2018 World Press Freedom Index compiled by Reporters without Borders. It was named as one of the worst countries for press freedom in western Europe. When the index began in 2002 the UK was 22nd.

TORRANCE HITS OUT AT 'ONLINE BILE'

David Torrance, the Herald political columnist and Scottish freelance has left journalism, partly because of the rise of 'online bile' and 'puerile' political discourse. Torrance, who has been a journalist for 18 years, said political discourse had 'narrowed' following the 2011 Holyrood election, leading him to become a 'hate figure'.

VANITY FAIR PUTS UP A PAYWALL

Vanity Fair online has moved behind a paywall. Readers need a subscription to access all articles on the website, but can access four free articles per month. US editor Radhika Jones promised to deliver 'agenda setting journalism', and 'in-depth reporting'.

WESTMORLAND GAZETTE HITS 200

The Westmorland Gazette is celebrating its 200th anniversary with a museum exhibition. The weekly newspaper covers the Lake District and Cumbria area since May 1818, and has a circulation of around 15,000 with more than 100,000 readers across print and online.

Journalists killed by Islamic State

Ten journalists were killed on one day in Afghanistan after the so-called Islamic State deliberately targeted journalists.

Two suicide attacks hit

central Kabul on 30 April. The first bomb was exploded and the second was detonated 20 minutes later among those who had come to rescue and report on the atrocity. In the subsequent

attack the suicide bomber disguised himself as a journalist. Nine journalists were killed in Kabul out of 25 people who lost their lives.

On the same day Ahmad

Shah from the BBC's Afghan service was shot dead in Khost province.

More than 1000 journalists have been killed worldwide over the past 15 years.

Chris, Charlie and Joyce are honoured

NUJ activists Chris Frost, Charlie Harkness and Joyce McMillan were made members of honour at last month's delegate meeting in Southport.

Chris is an emeritus professor at Liverpool John Moores University and chair of the union's ethics council.

Charlie is a former deputy general secretary of the NUJ as well as having had a long career in journalism and communications.

Theatre critic and political commentator Joyce has been an NUJ member since 1981. She has been chair and treasurer of Edinburgh freelance branch

NUJ delegate meeting, pages 6-8



PAUL HERRMANN

inbrief...

PULITZER PRIZE FOR WEINSTEIN WORK

The New York Times and the New Yorker's investigative reporting, which exposed allegations against film producer Harvey Weinstein, has won a Pulitzer prize. Allegations by actors who had worked with the producer led to the worldwide #MeToo movement of women speaking up about sexual assault.

NME GOES ONLINE AS PRINT MAKES LOSS

Music magazine NME has moved to online publication only following continuing losses while it was a free print publication. The NME, which was launched in 1952, went on free distribution for two and a half years before it ended print altogether. New editor Charlotte Gunn has pledged to make the NME the music industry's bible once again.

CHANNEL 4 TO OPEN NEW BUREAUX

Channel 4 News is to open three new bureaux outside London, including one 'major hub' as part of an initiative to extend its reach and representation in the UK. The broadcaster said it aimed to become the first peak-time national news programme to co-anchor from London and a studio elsewhere from 2020.

HUNGARIAN DAILY FORCED TO CLOSE

The Hungarian opposition daily newspaper Magyar Nemzet closed last month. There had been after a sudden increase in rent of the offices. The owners are reportedly close to the recently re-elected president Viktor Orbán. Radio station Lánchíd Rádió has also stopped broadcasting.

5 NEWS HIRES BULMAN AS DEPUTY EDITOR

ITV News head of planning Jessica Bulman has been appointed deputy editor of 5 News. She has overseen the planning of UK and specialist content at ITV News for two years. She will support editor Cat FitzSimons.

NUJ tackles women's media representation

Scottish NUJ delegates to the Scottish Trades Union Congress in Aviemore led the charge for increased representation of women.

The delegation comprised Liz Ely, Simon Barrow, Jim Symonds and Scotland's NUJ organiser Dominic Bascombe.

The NUJ's motion challenging the representation of women in the media won support from all unions attending.

The motion recognised the power of the media to affect how under-represented groups saw themselves and how consumers of media viewed them. It called for a joint, cohesive approach to tackle negative portrayals and messages.

Liz Ely said: "I have lost count of how many times I have heard groups of men on the radio discussing the gender pay gap, or the #MeToo movement.

"Whenever we have a platform, we represent ourselves and affect how others see us. In the trade union movement and across the media, we're working to change how women and all

oppressed groups are represented."

Diljeet Bhachu, a musician and delegate of the Musicians' Union, highlighted the issue of visibility. She said: "Visibility has the power to raise aspiration, and encourage real inclusivity and equality.

"But to have some visibility is not enough. Tokenism is also damaging. Under-represented people are diverse, and

representation needs to reflect this plurality too. People are more than their labels."

The NUJ delegation also put forward a motion challenging the strategy of media companies to increase the use of user-generated content to the detriment of professional journalists.

A third motion from the union called on the STUC to explore different models of ownership and to consider the introduction of the cooperative model approach for some newspapers.

This follows work by NUJ Scotland about cooperative ownerships for local newspapers that have been threatened with closure or severe editorial cuts.



I have lost count of how many times I have heard groups of men on the radio discussing the gender pay gap, or the #MeToo movement

Liz Ely
Scottish NUJ delegate

Men earn more across our industry

Women in the media industry are losing out to men in pay, with their male colleagues earning more, occupying more senior roles and receiving bigger bonuses, the government gender pay reporting service has revealed.

An analysis by Press Gazette showed that 91 per cent of UK-based media companies paid men more than women on average, based on the mean hourly rate, and 85 per cent paid men more in bonus pay.

The union is encouraging chapels to carry out their own pay audits to find out how pay is distributed across employees, including by age, ethnicity and length of service.

The Telegraph has one of the highest gender pay gaps in the industry with women getting paid 35 per cent less than men on average.



New edition of paper for Mid-Ulster

One of Tyrone's oldest established weekly newspapers, the Tyrone Courier, has launched a new edition.

The first issue of the Mid-Ulster Courier hit the

streets at the end of February.

Due to rising demands and to serve the paper's growing readership in the areas of Cookstown and Magherafelt, it was felt a new Mid-Ulster

edition was needed to complement the Tyrone Courier.

Editor Ian Greer said: "This is a tough time for the newspaper industry, so it is refreshing to see a new title

launched in Mid-Ulster. In addition, we have taken on an extra journalist."

Both the Tyrone Courier and the Mid-Ulster Courier are published on Tuesday mornings.

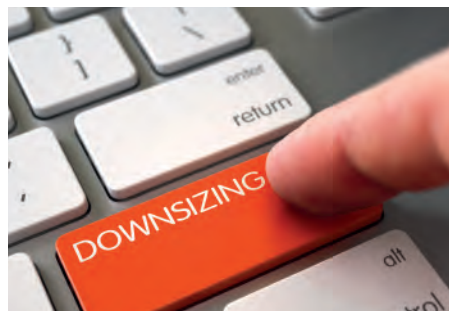
More job cuts in Trinity Mirror's digital drive

Trinity Mirror is to cut 49 more jobs as it continues establishing its digital Live brand. Online news covering Hull, Grimsby, Teesside, Plymouth and Cheshire will be published under the HullLive, GrimsbyLive, TeessideLive, PlymouthLive and CheshireLive brands.

This follows the loss of 49 jobs announced in February with the creation of BristolLive, StokeonTrentLive, CoventryLive, DerbyshireLive, NottinghamshireLive and LeicestershireLive. Newsrooms in Bath and Burton became part of the SomersetLive and DerbyshireLive digital brands, despite Burton being in Staffordshire.

The NUJ has called the cuts 'terrible' and is concerned that the company is in some cases pre-selecting posts without consultation and offering former Local World journalists statutory redundancy terms only. Trinity Mirror bought Local World three years ago.

Michelle Stanistreet, NUJ general secretary, said: "Further job cuts are terrible news for our members at Trinity Mirror and will heighten concerns over the company's strategic direction. Will these 'Live' brands mean anything to individual communities and towns proud of their distinct traditions,



heritage and loyalties? These job losses will add extra work and pressure on to an already-overstretched staff.

"It is vital that the consultations over these redundancies are as meaningful and transparent as possible. It is hugely disturbing that the company is carrying out a process of 'pre-selection' which inevitably leads to fears that the outcomes are predetermined.

"Yet again, Trinity Mirror is refusing to tackle the scourge that is redundancy terms at journalists from Local World titles. For a blue chip company to treat sections of their staff as second-class employees, being paid only statutory redundancy terms, is behaviour worthy of the most bargain basement employer."



Further job cuts are terrible news for our members at Trinity Mirror and will heighten concerns over the company's strategic direction

Michelle Stanistreet
NUJ general secretary

Deal to buy Express group goes to Ofcom

HELOISE / ALAMY STOCK PHOTO



Matt Hancock, the culture secretary, has referred Trinity Mirror's £200 million deal to buy the Express and Star newspapers to the media regulator Ofcom over issues including plurality and the editorial independence of Richard Desmond's titles.

Trinity Mirror's shareholders voted to back the deal to add the Daily Express, Sunday Express, Daily Star and Daily Star Sunday newspapers, as well as magazines including celebrity title OK!, to its national titles the Daily Mirror, Sunday Mirror and Sunday People.

Mr Hancock, who is able to block the deal or force a sell-off of some titles, has given Ofcom until 31 May to complete its investigation. He has also asked the Competition Markets Authority to report back on any wider competition issues the deal may raise.

inbrief...

FT DROPS OUTDATED 'SIR' FROM LETTERS

The FT has dropped the 'Sir', greeting from its readers' letters. The newspaper, which has a male editor (Lionel Barber) said the term was old fashioned. The Guardian stopped using 'Sir' on letters in 1988 but many other titles still use it.

HOTEL PLANS FOR ECHO BUILDING

The Liverpool Echo has left the offices it has occupied for the past 45 years. The building in Old Hall Street will be redeveloped into a hotel. The paper has moved to new offices in nearby St Paul's Square. Trinity Mirror, the Echo's owner, said that the old building was a purpose-built print operation and the shift to digital meant the paper had different requirements.

ARCHANT SEES SALES AND PROFITS FALL

Archant, the regional news group that publishes the Eastern Daily Press and more than 50 other titles, suffered an 11 per cent fall in total revenue to £95.5 million last year. Operating profit was down by 44 per cent on a like-for-like basis to £4.7 million. Advertising revenue was down 12 per cent at £70.9 million.

LOCAL PAPER EDITOR BECOMES COUNCIL PR

Chris Prime, editor of the Newark Advertiser, has left after 10 years in the role. He is moving to local government PR. He first joined the family-owned paper in 1987 as a junior reporter, then moved to the Nottingham Post. He rejoined the Advertiser in 1994 and took over as deputy editor in 2004.

RADIO 4 PRESENTERS SWITCH PLACES

Radio 4 news presenters Martha Kearney and Sarah Montague have traded places. Kearney has moved from the World at One to the Today programme, while Montague has gone from Today to the World at One. Montague worked on the Today programme for 18 years.

Clash over new roles after redundancies

The chapel at the Swindon Advertiser has dismissed as 'wrong' Newsquest's justification for advertising two newsdesk roles after making the news editor redundant.

This year, staff at the paper staged a strike in protest

against redundancies. The chapel questioned the 'soundness' of Newsquest's plan to replace valued staff with less experienced people on significantly less money

Swindon Advertiser

in 'roles that mimic the former positions'. Toby Granville, Newsquest's editorial development director, said: "This is more nonsense being stirred up by

NUJ head office. The two new audience and content editor roles are to fill the vacancies created by recent resignations. They are not replacing any of the roles made redundant."

A Swindon chapel spokesman said this explanation was wrong.

Long-term low pay was a key issue at the NUJ's delegate meeting. The conference also heard of growing unrest in the BBC, remembered lives lost worldwide and called on the union to support its own magazine in print

ALL PICTURES PAUL HERRMANN

Campaign to fight against low pay

The union is to launch a broad pay campaign

– Journalists Need a Pay Rise – drawing on fights by other groups of workers to secure better conditions for the low-paid.

A motion tabled by South Yorkshire branch to the NUJ's biennial delegate meeting (DM) in Southport last month called on the national executive council (NEC) to launch a pay campaign across the union.

It said: "This DM believes journalists, like other workers, have effectively suffered pay cuts for too long. The time is right for a pay campaign across the whole union to launch initiatives – including calling for a minimum of the living wage for all freelance members – an activity that would act as a union drive and help build organisation in all sectors."

Julia Armstrong, a member of the South Yorkshire branch who works on the Sheffield Star, said pay and conditions were at their worst in the many years she had been attending DM.

The campaign will also look at ways to close the gender pay gap which has been laid bare at the BBC and other media organisations after they had to publish statistics on pay equality.

As well as running the Journalists Need a Pay Rise campaign, DM also instructed the NEC to look at the potential benefit to NUJ members of the implementation of the living wage, as defined by the Living Wage Foundation of £8.75 an hour generally and £10.20 in London.

The union is also going to attend more UK media organisations' shareholders' meetings to raise concerns, and will be sending a group to the shareholders' meeting of Newsquest's US parent Gannett. Until last year, Newsquest staff had suffered a decade of pay freezes.



Like other workers, journalists have effectively suffered pay cuts for too long. The time is right for a pay campaign across the whole union

South Yorkshire branch

More action to support Persian service members

The union is to step up pressure on the Iranian authorities over the harassment of journalists working for the BBC's Persian Service.

The Iranian government has filed criminal charges against almost all of the Iranian journalists who work for the Persian service in London, accusing them of conspiracy against

Iran's national security. It has banned 152 staff from buying or selling property inside Iran – a measure that has effectively frozen their assets.

A motion from the NEC said: "DM endorses the union's campaigning efforts to date, and pledges to continue to support BBC Persian Service journalists' call for global support and

solidarity to stop the targeting of journalists.

The families living in Iran of the BBC journalists have also complained of harassment.

Shayan Sardarizadeh, an Iranian citizen, told delegates he was proud to work for the BBC. He said: "I'm very fortunate in working in a country that has free speech."



Remembering journalists' lives

Delegates gathered on the waterfront outside Southport's Floral Hall for a silent tribute to the 162 journalists who have been killed worldwide since the last delegate meeting in 2016. Earlier the meeting heard from Anthony Bellanger,

general secretary of the International Federation of Journalists (IFJ). He said: "In 2017, Mexico, Yemen, Afghanistan, Pakistan and India were the most dangerous countries in the world for journalists. Last year, the IFJ reported 82

journalists had been killed – nearly 2,500 since 1990.

"These statistics are unacceptable because behind these figures are women and men, mothers and fathers – journalists killed precisely because they were journalists. Nothing else."

Warning of strikes at the BBC over conditions

Industrial action could soon break out at the BBC in a clash over terms and conditions, delegates heard. This comes amid continued anger over equal pay problems at the corporation and cuts to its budget.



Pierre Vicary, chair of the Broadcasting Industrial Council and newly elected vice-president of the NUJ, said: "National strikes could be on their way."

He added: "Stop using us as a grab-all. Why should the BBC become part of the Department of Work & Pensions and pay for the free licences of the over-75s?"

Talks over proposed changes to terms and conditions have been continuing for more than a year and have angered many journalists at the corporation.

Pierre said they could soon be reaching a crunch point.

The concern over these proposals and the high-profile equal pay campaign at the BBC has helped recruit new NUJ members, some of whom attended DM.

A motion from the BBC World Service was passed, instructing the NEC to "continue fighting any detrimental changes to members' terms and conditions at our public service

broadcaster, by whatever means are deemed appropriate and agreed by the union's structures."

In addition, DM voted to support journalists working at Red Bee Media. David Gallagher of BBC London said: "These people who edit subtitles and the EPG [electronic programme guide] were once part of the BBC. Since then, they have suffered a toxic combination of outsourcing, offshoring and extreme cost-cutting measures which have seriously degraded the editorial operation."

Delegates also instructed the NEC to support NUJ members at the Al-Araby TV channel. Members and reps have complained of victimisation and Qatari owner Fadaat Media has refused to talk to the union.



Stop using us as a grab-all. Why should the BBC become part of the Department of Work & Pensions and pay for free licences for the over-75s?

Pierre Vicary

inbrief...

EVENT TO EXAMINE POVERTY REPORTING

The union will organise a national conference looking at the reporting of poverty following negative depictions of poorer people and benefits issues on TV and in print. The move follows the work by Rachel Broady and the Manchester & Salford branch in highlighting the issue and drafting guidelines.

'ONE UNION' TAKE TO BOOST RECRUITMENT

Following an increase in members in the union's new media, digital and independent broadcasting sectors, delegates called for a 'one union' rather than a sectoral approach to recruitment to further boost membership. Other motions called on the NEC to encourage branches to engage with hyperlocal websites.

SUPPORT TO FIGHT ONLINE ABUSE

The union is to support journalists who suffer online abuse with measures including: an awareness campaign; a toolkit for journalists to protect themselves; guides on gathering evidence; encouraging the reporting of incidents to platforms and the police; and lobbying politicians.

60+ GROUP TO HELP YOUNG JOURNALISTS

The NUJ's 60+ council is to work on mentoring programmes to support young journalists and those working alone such as community website editors. A fringe meeting held by the council heard from a young first-time delegate who said young journalists would value the support of experienced colleagues.

MANIFESTO PLEDGES ON WORK WELCOMED

DM welcomed pledges by the Labour Party and Scottish National parties to repeal the 2016 Trade Union Act and commitments by Labour, the SNP and the Liberal Democrats to introduce employment rights including a ban on fees for employment tribunals.

Union subscriptions rise is rejected

A move to increase subscription payments for NUJ members was rejected by the delegate meeting.

The NEC had asked for authority to raise subs by between 50p and 60p a month in the hope of raising

about £120,000 per year in extra income.

Although the union's finances are considerably stronger than they were at the last DM, the NEC called for a subs rise to help fund day-to-day work and staffing until income from letting

floors in Headland House became fully flowing in 2020.

All office space in the renovated headquarters is now let but tenants have introductory rent-free or low-rent periods.

However, some delegates,

including newly elected NEC member for London Natasha Bernal, complained that the rises fell disproportionately on lower-paid members.

A subs increase requires the backing of a two-thirds majority of delegates, which the motion failed to achieve.

Use parliamentary group, MP urges



Plaid Cymru MP Liz Saville-Roberts pledged to advance the interests of the NUJ and journalism in Westminster as part of the union's cross-party parliamentary group. The MP for Dwyfor Meirionnyd told delegates that she understood very well the attrition taking place in the industry.

A former journalist and long-standing NUJ member, she said that her old newspaper the Caernarfon and Denbigh Herald had suffered a 28 per cent decline in circulation and that no major Welsh title was now printed in Wales.

She told NUJ members to make the most of the parliamentary group: "We can amplify matters and concerns for you in Westminster. We work in a cross-party fashion and there is a will to defend press freedom."

inbrief...

STRUCTURAL REVIEW DIDN'T TAKE SHAPE

An instruction from the previous delegate meeting in 2016 calling on the NEC to carry out a root and branch structural review of the union was not carried out. Seamus Dooley, assistant general secretary, had called the motion the most important one from the 2016 DM. Tim Dawson, president, explained in his report to this DM that the union's development committee had not functioned well and that significant managerial time had been spent on the communications review. He said that it may not be possible to deliver more than one significant review but he promised to conduct such a review if there was still support for it and if the NEC backed it.

For full coverage of the delegate meeting go to www.nuj.org.uk

Support for The Journalist in print

The NEC has been instructed to maintain The Journalist in print for at least six editions a year – the current frequency of the magazine.

A motion from Bristol branch said: "This DM believes that the NUJ should lead the way in supporting print publications."

The motion was carried with no one speaking against it.

The motion came as the union's strategic communications review raised

uncertainty over the future frequency of the magazine, which is sent out to all members.

The review said that its future frequency would be a matter for the new NEC to decide.

The Journalist editorial advisory board, a DM-elected body that supports the independence of the magazine's editor, had also voiced support for the magazine continuing as a

regular print publication.

Its report to the conference said: "The NUJ should be flying the flag for print journalism."

"We deplore the loss of media titles in print and support the continuation of print journalism."

"What signal would it send out if we were to cease printing our own flagship publication?"

Christine Buckley, editor of The Journalist, told delegates

that the magazine was now the only print publication for the media industry following the shift of Press Gazette to online.

She said that the digital take-up of NUJ online publications, such as NUJ Informed, had been found to be low and that it was a valuable for a membership organisation to be able to communicate with its members directly.

Welsh channel cash call

Delegates backed a campaign to ensure proper funding for Welsh language broadcaster S4C.

The move is in response to plans for nearly £7 million in

government funding for the channel to end by 2022. After then, all its money will come from the licence fee.

DM heard S4C had seen its income fall by nearly £20 million in

the past 10 years.

A motion from the union's Welsh executive council (WEC) called for the broadcaster to be funded in Wales and to be overseen by the

Welsh Assembly rather than Westminster.

Nick Powell of the WEC said that the channel was a vital part of Welsh culture.

He told conference: "S4C has gone from having secure and even generous

funding to a shrinking and insecure budget."

He said money was needed from politicians but also that it was important to guarantee independence from political control and influence.

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Caroline Thain says that it's vital to secure proper recognition

Let's crack down on byline banditry

Since leaving office-based journalism, I have built a portfolio I am proud of, with stories published in major newspapers. Bylines matter – since I started out aged 16 until today as a freelancer, they have been a hallmark linking my ownership, talent and effort to my latest scoop.

I file every story with 'By Caroline Thain' at the top and would never want copy printed without it. I specify I want a byline as I agree payment terms and, especially as I work from home, it is important for keeping up my profile.

I was disappointed when I excitedly searched for a recent national news exclusive and found the section editor had added her name and tagged mine on, as if I were on work experience.

I found the case study, researched the story and filed meticulous copy. I sourced images and turned it round quickly. She sliced and diced it then stuck her name on. I politely requested that she remove her name from the online version. She refused.

The problem is if you defend your right to a byline, you risk not being used again. It was little me in my kitchen versus her with a firstname.surname@majornewstitle email address, other salaried journalists around her and influence over how much payment I receive and when.

It is not vanity. It is about etiquette and credibility. Bylines can be hard to come by and if it's worth buying, it's worth bylining, surely? Freelance journalist Sheron Boyle won a notable victory after refusing to let go of her single byline, meaning The Sun held her copy for three months before agreeing to let her have what, she argues, was hers all along.

“It is not vanity. It is about etiquette and credibility. Bylines can be hard to come by and if it's worth buying, it's worth bylining, surely?”

Boyle says: “Bylines say you own your work. We are not asking for the crown jewels, just that our work is officially, publicly recognised as ours. When Paul McCartney writes a song, he doesn't allow another musician to say he has done it. When Dan Brown writes a novel, he doesn't allow another writer to put their name on it – or the editor who will have tweaked the copy.

“I think up all my own stories, find interviewees, encourage them to speak, sell the idea to a publication, then write the piece. It may need a couple of hundred words cutting or tightening but that does not allow a salaried staffer to put their name on it first or at all.”

Boyle is in dispute with another national newspaper now. She adds: “It is vital we keep hold of our property. Signing away work means signing away future earnings. I would like to see an overhaul of the shoddy, legally dubious practices of byline banditry of freelancer's work.”

Another important issue to consider is that stories with shared bylines are trickier to find in a Google search.

But, valuable as they are, bylines are not enough, according to journalism lecturer and writing coach Susan Grossman. She says: “Like most creatives, we have egos. We need our talent recognised to get more work. We need our names in prestigious titles to grow our status. We also need payment. A byline alone is neither ethical nor enough. As often as not, they'll spell your name wrong. A student of mine uses a pseudonym for that reason.”

Omitting a byline has not always been seen as purely negative. Historically, bylines

were as much to hold writers accountable for errors or wrongdoing as they were for glorifying authors.

Many might ask if the absence of a byline, a shared byline or byline spelling error can be thought of as a blessing. With fewer subeditors, articles are often not subbed but bashed out by busy staffers who frequently make mistakes. At least their typos are attributable to them.

But where so much has changed in an industry that elicits pride, it is undoubtedly a shame if hacks miss out on well-deserved recognition and are afraid to raise the matter of having their bylines nicked, in case it costs them professionally.



a day in the life of

a union communications journalist



Last summer on holiday in France my wife and I got chatting with a couple at the bar on the campsite we were staying at. Our daughter was playing with their daughter while our conversation covered the usual moans and groans about the weather, sights to see and places to eat.

A couple of glasses of red later, that line of chat exhausted, I was asked, “so what job do you do then?” “I work for Unite, a trade union where I’m the head of media and campaigns”, I replied. “Oh... but what it is you actually do?” I was asked again. “Are you a spin doctor, campaigner, journalist or what?”

“A bit of all of the above”, I replied and then the conversation turned to Sports Direct and Unite’s campaign. Because of its high profile - 17 million people have reportedly watched the house of commons evidence session from last year- it’s an identifiable example that usually elicits an “ah yes” from people.

It succeeded in putting Mike Ashley under the spotlight and exposing Victorian work practices, it’s fair to say that the Sports Direct campaign created waves and importantly real change for workers too. Two years in the making it featured on the front and back pages of national newspapers and its success was built on teamwork.

With investigations from Channel 4’s Dispatches, Inside Out on the BBC and the Guardian’s excellent Simon Goodley, whose undercover report blew the lid on minimum wage breaches, it demonstrated the importance of good quality journalism in holding power to account.

In addition to liaising with journalists and working up stories, I worked with a close team of colleagues in coordinating media stunts and creating content for social media around key

Spin doctor, campaigner, journalist... **Alex Flynn** says that he is a bit of all of those roles

events, such as Sports Direct’s annual general meeting.

My colleagues and I also compiled what we dubbed the ‘dossier of shame’. The basis of our written evidence to parliament’s inquiry into Sport Direct, it formed the platform for Unite assistant general secretary Steve Turner and regional officer Luke Primarolo’s explosive evidence to MPs ahead of Mike Ashley’s grilling by the select committee.

The strength in the evidence was that it was sourced and strenuously checked, each claim evidenced with FoI requests, pay slips and worker testimony. In short rigorous journalist practice meant there was no denying it.

Away from the long-term projects such as Sports Direct, the typical day in my role at Unite is rich and varied. Unite is unique among trade unions in both its size and scope with members from every walk of life, from the shop floor to the boardroom, from vicars to bus drivers.

Because of this you are partly in the hands of the news gods. Typically the team and I will deal around four stories a day, dealing with journalists across the country from print, online to broadcast. On the one hand you could be dealing with the editor of the Isle of Wight County Press and then the next minute ITV’s irrepressible business editor Joel Hills or the PA’s legendary Alan Jones.

Some of the stories will be ours, such as an announcement of an industrial action ballot, strike dates, a legal victory or a pay deal such as

the recent inflation busting Cadbury deal secured for our members. Others will be bombshells, which have huge ramifications for our members such as the recent collapse of Monarch or job losses at BAE Systems.

Running through all these stories are people, their families and their livelihoods. Unite members, who through their hard earned wages pay their subs to pay my wages to ensure they have a voice in an increasingly fragmented and at times hostile media.

In the case of BAE we knew something bad was afoot when news leaked via Sky that the company was rumoured to be cutting 1,000 jobs from its fighter and trainer jet division. Coming a day before a series of company mass meetings with the workforce was scheduled the news partially confirmed our worst fears. We felt there was worse to come.



Understandably when the initial Sky story broke there was a flurry of calls from journalists asking “is it true?” “What do you know?” While it wasn’t my job to confirm the rumours, Unite members needed to hear that their union was speaking up them and their industry.

After discussions with colleagues and officers responsible for BAE I drafted a press release for approval that stated the case for our members’ jobs and pointed the finger at the government for spending increasing amounts of the defence budget overseas, rather than supporting British manufacturing.

It was a theme we expanded on the following day when the news broke that the job losses were actually nearly double the rumoured amount and encompassed BAE’s marine division. We were prepared for went it came. I issued a press release that had been agreed overnight within two minutes of the announcement. Our convenors were on standby and the deluge began.

The team and myself always try and write a press release that is in essence a self-contained news story, giving Unite’s spin on events along with the facts. Get that right and in the case of BAE and other big announcements where the company actually gives a breakdown of job losses, you can largely focus on dealing with the requests for interviews from broadcast media.

With BAE as with similar announcements, my attention along with the team’s will quickly turn to juggling interview bids between regional and national spokespeople. As a rule I accompany our key spokespeople while they are doing a round of interviews so they are briefed, aware of developments and stay focused on our key messages.

On the day of the BAE announcement Steve Turner was in the hot seat for Unite. A live hit on BBC’s news channel followed by a pre-record for BBC Look East, then Channel 5 news outside parliament was followed by a round of local radio for the BBC and Sky News Radio. The day was completed with an interview with the BBC’s Business Editor talking about the loss of Britain’s manufacturing capacity.

Days like BAE can be breathless at times and the feeling of helping make a real difference to

people’s lives, like with Sports Direct, are immeasurable. The overriding factor though, be it a ‘big’ or ‘small’ media day, in what I and the team at Unite do, is articulating Unite members’ point of view, their hopes, their fears and importantly what they want to see happen.

While we beaver away behind the scenes, we will occasionally get a word of thanks from members making the job doubly worthwhile. This can take many forms. Remember that couple I mentioned earlier? It turned out they were both Unite members, one a steel worker and the other a local government worker who insisted on buying the third class of red. Cheers!

24-hour news

Ah the halcyon days of cooking up a story over a two hour lunch and faxing out press releases. They were gentler times. As journalism has changed, so has the job of union communications officers.

At Unite we have a team of campaign and media officers working tightly with specialist social media colleagues and journalists on our digital publication Unite Live. While the press release is still the preferred method for getting a message to the media the job doesn’t stop there.

Each press release is proofed and checked for house style, before being released to relevant media. It’s then uploaded on to Unite’s website, shared via social media and then refashioned for Unite Live.

Most days we will have what is effectively a news list of press releases, stories and announcements that we plan to respond to. With breaking stories, speed is of the essence in the world of digital media.

Quite often we’ll tweet and feed an initial line to media, with a fuller response following on. In a typical month we’ll generate around 2,000 Unite mentions across all print, online and broadcast media.

For campaigns and disputes we’ll cover a demo or stunt with vox pops, video and pictures, which will form content across our digital media and social media.

While the basics of a strong message and joined up communications never change, the rapidity of the news cycle and immediacy of digital media means union communication professionals have had to become increasingly need to be fleet of foot.



SCOOP

Rhiannon J Davies compares Evelyn Waugh's world with international reporting now

Eighty years ago saw the publication of satirical sensation *Scoop* – Evelyn Waugh's "novel about journalists" that sends up the world of the foreign correspondent in a typically irreverent fashion.

A case of mistaken identity sees protagonist William Boot sent to cover a growing crisis in the fictional African state of Ishmaelia. Laden with an abundance of extraneous luggage, the hapless countryside columnist finds himself among a cut-throat pack of foreign correspondents, all of whom are content to make up stories when none present themselves. Boot's stubborn refusal to be drawn into a visit to a town that he knows for a fact does not exist means he is the sole witness to the overthrow of the despotic government and the subsequent "counter revolution" – unwittingly scoring the scoop of the century.

Told with scathing wit, the story is based upon Waugh's time in Ethiopia covering the anticipated invasion by Mussolini's Italy for the *Daily Mail*, a conflict that lasted from October 1935 to May 1936.

Although an established novelist, Waugh never quite made it as a "newspaper man", which may be why he poured such scorn upon the profession. However, his experience did enable him to take a step back and recognise the absurdity of the situation, set against the backdrop of a truly abominable war.

But – apart from the racist language that would no longer be tolerated – how does this satirical tale hold up today? David Pratt, contributing foreign editor at the *Herald*, *Sunday Herald* and *Cable* – Scotland's new international affairs magazine – thinks it is not far off the mark. "It's quite a surreal piece of writing but, in some ways, closer to the truth than many people realise. I was in Port-au-Prince in the 1980s when the president was overthrown and I remember thinking it was a bit like *Scoop*; one day I'm interviewing the president and a few

days later the rebels have overthrown him. It didn't drag on – there was a beginning, middle and end – and it was all very colourful and neat. The demands of editors and the peculiar, nomadic, dysfunctional life that the foreign correspondent lives still have some truth."

Despite this, foreign reporting has come a long way since. For starters, there has been a shift in gender balance. Bethan McKernan, a Beirut-based reporter who covers the Middle East for the *Independent*, notes that while there is still a need for more women editors, there are now plenty of great female reporters in the Middle East: "I remember looking around a briefing table recently and realising all seven journalists – and the person who organised it – were women."

This has influenced the type of stories reported. According to Christina Lamb, *Sunday Times* chief foreign correspondent, men and women report things differently: "Women are much better listeners and we talk to women more – often men don't think of them as being part of the story. And, as a woman, you have access to half the population that a man doesn't."

David Pratt agrees: "In many parts of the world, it's the female dynamic that is the pivotal aspect of a story. When covering Israel-Palestine, I often found that it was the Palestinian women who were much more outspoken, engaging and able to talk about their communities in a way that men couldn't."

Some of the most absurd moments in *Scoop* come from Boot's failed attempts to comprehend the succinct manner required for telegrams. Advances in technology have changed this aspect of international reporting almost unrecognisably. Lamb recalls: "When I started, 90 per cent of the work was logistics – trying to find a way to get the story back when there were no telephones. You could have the best story in the world but, if you had no way of getting it back, it was useless. We used to have to take films to the airport to find someone who would take them back. It was all very time consuming."

There is often now an expectation for journalists to be multiskilled – publishing words, photos and video on various platforms. While this is not essential, Bethan McKernan certainly thinks it helps: "For example, the Raqqa campaign was prohibitively expensive for lots of news organisations – fixers [local people who help organise interviews and translate] alone were about \$700 a day and it was pretty

dangerous in parts. Part of the reason I was able to pitch and do such ambitious and expensive reporting trips was because I can write, take photos and film for the same story."

If the calamitous Boot were to return to a conflict zone now, would he be expected to post Instagram stories of the quiet revolution? Would he, like some journalists, use dating apps to meet local sources? How would he weather pro-government Twitter trolls' accusations of "fake news"? Certainly, with so many people with cameraphones and internet connections, he would surely not score that definitive scoop.

The sheer volume of information online is another factor. Foreign correspondents are no longer the sole conduit of news between a war zone and the public back home. Citizen journalists and, frankly, anyone with a cameraphone and an internet connection can now scoop the best. Also, journalists have to be wary of online sources if they do not know their motives. As Pratt notes: "When properly harnessed, social media can be an incredibly useful tool, but it brings a challenge of its own. It can be corrosive to the veracity of stories and to getting to beneath the veneer of the stories."

The increased availability of information online may also have contributed to the reduction in funding for international reporting.

Another issue is the danger foreign correspondents now face. At one time, journalists were usually injured only accidentally. Now, in some places, journalists have become targets. The flak jacket and helmet have become a standard element of a foreign correspondent's "war bag".

Despite these challenges, some argue that there has never been a greater need for foreign correspondents or, indeed, a greater interest in world affairs. Richard Sambrook, professor of Journalism at Cardiff University, spent 30 years as a BBC journalist and, in 2010, wrote a report that asked: "Are foreign correspondents redundant?" He says: "We live in an era where there is more information available than ever, but where public attention is more fragmented and politicised. International reporting remains crucially important. It can differentiate news organisations in a hypercompetitive environment; undertaken in the right way, it can still engage audiences of all ages. But it is harder than ever to make international issues relevant and engaging against a backdrop of greater media noise."

While Boot – and indeed Waugh – may have never become fully enamoured with life as a foreign correspondent, there are plenty who are. For those who risk their lives reporting, there may be no greater response than Lord Copper's to the book's eponymous scoop: "Stop the machines at Manchester and Glasgow. Clear the line to Belfast and Paris. Scrap the whole front page. Kill the Ex-Beauty Queen's Pauper Funeral. Get in a photograph of Boot."



Dramatis personae

William Boot
"Feather-footed through the plashy fen passes the questing vole"

Said to be based upon Bill Deedes, a journalist who was in Ethiopia with Waugh, who went on to become the editor of the Daily Telegraph.

While he has always brushed aside the charge, he has admitted that his 600lb of luggage might have provided some inspiration.

Lord Copper
"We think it a very promising little war... We propose to give it fullest publicity"

The overbearing press baron has recognisable aspects of Lord Beaverbrook, proprietor of the Daily and Sunday Express, as well as Lord Rothermere and his brother Lord Northcliffe, who developed the Daily Mail and Daily Mirror.

Mr Salter
"Up to a point, Lord Copper"

The weary foreign editor, ever deferential to his overbearing boss. Not reflective of anyone in particular as there were many like him on Fleet Street at that time.

Sir Jocelyn Hitchcock
"The job of the English special is to spot the story he wants, get in - then clear out and leave the rest to the agencies"

A journalist working for the rival Daily Brute,

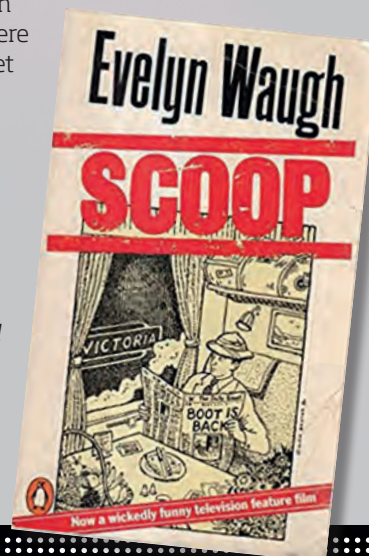
presumed to be based on Sir Percival Phillips, an established war

correspondent working for the Daily Telegraph who scooped Waugh.

Corker
"News is what a chap who doesn't care much about anything wants to read. And it's only news until he's read it."

Sent by an agency to cooperate with Boot on stories for the Beast.

Not based on any one person, but his thirst for news and brash personality were typical of some of the reporters out there.



Ruth Addicott explores why some young people leave journalism early

Are young dreams being dashed?

When Lucy Pearce was appointed editor of The Argus in Brighton, aged 28, she was not only its youngest editor but also the first woman to edit the paper in its 137-year history. When she resigned within weeks to become communications and engagement manager at Legal & General, it took many by surprise. Pearce declined to comment on her reasons, but she is not alone in making such a move.

In January 2018, Abigail Weaving was awarded the Paul Durrant Award for her outstanding NCTJ performance. By then, she had already left the Saffron Walden Reporter to work at a London press office.

While many graduate trainees on nationals go on to enjoy prestigious careers, there have been recent reports of trainees quitting.

Why are some young journalists leaving so soon?

An NCTJ report in 2015 which tracked journalists 6-10 months after they'd qualified showed 'a striking difference' in

the proportion of recently qualifieds working in PR and communications (18 per cent), compared with one per cent in a survey in 2012.

One reason is pay. A report by the Chartered Institute of Public Relations in 2017 showed the average salary of a PR professional had risen to £50,447 (£66,102 in London). Nearly one in four aged 25-34 earned £40,000-£59,999.

With local newspaper staff striking over low pay and a survey last year showing one in three freelancers is in receipt of state benefits, for many, PR seems a sensible option.

Jem Collins, editor of Journo Resources, which offers support to journalists starting out, believes a lot of graduates become demoralised when they cannot get a job.

More than 300 local papers have closed in the past decade. "Good jobs are hard to come by and it's easy to see why you'd move into an industry which is easier to crack.

There's this bizarre idea you should be grateful for any journalism job, regardless of the conditions, which I

How to get nearer the job you want

Student journalism

The Student Publication Association covers the UK and Ireland and provides support, training and a chance to showcase work. Journo Resources provides information on how to break into journalism, including a recent fees

guide and list of graduate trainee schemes.

Develop a specialism

Suzanne Franks, head of journalism at City University in London, suggests working for business to business magazines. She recalls one graduate who

joined Inside Housing and broke stories on Grenfell Tower. "They carved out an area and were in a great position to track that story."

Consider other roles

Tim Holmes, senior lecturer in the Centre for Journalism at Cardiff University, recalls a graduate who worked in customer engagement at online fashion store ASOS, to bring people to its website. "ASOS had brought

together a huge number of talented, creative people. It was like all the best bits of being on a really good publication - exciting, visual and creative, but they were getting paid a lot more."

Get support

Check out Facebook groups such as The No1 Freelance Ladies' Buddy Agency and A Few Good Hacks where journalists share advice on fees, pitching and

opportunities. The Celebrity Interview Club lists celebs available for interviews.

Freelance

Freelancing is a good way to build a portfolio, combined with shifts, copywriting, lecturing or PR for extra income.

Boost skills

Broaden your skills. The NUJ offers courses: see www.nuj.org.uk/work/training/



think is one of the reasons people leave,” says Collins.

“I think journalism training romanticises the profession slightly, which makes it more painfully obvious when the conditions are bad. We’re told how to do on the ground reporting, how to get exclusives and allowed to take our time on stories and cover things we’re interested in. Sadly, there are few jobs in the real world which let you do that – often you’re churning out seven or more pieces a day. That’s not to say we shouldn’t do training, but we need to prepare those breaking into the industry for the reality.”

A report in *Press Gazette* last summer said the ‘ripping culture’ (re-jigging stories from rivals) at one national newspaper website led to more than half of its graduate trainee intake for the past two years leaving to work in PR.

Professor Suzanne Franks, head of journalism at City University in London, says: “Quite a number of our students end up in that situation and get disillusioned – you can’t do real journalism that way.”

So are students leaving university with false expectations?

“I don’t think so,” says Franks. “They’ve grown up in a very digitally aware age. Some think they’re going to walk out and read the Ten o’Clock news the next week but, by and large, they understand. We have lots of career events with alumni coming back and talking about their experience.”

Tim Holmes, senior lecturer in the Centre for Journalism at Cardiff University, says the acid test is when students do work experience. While most come back enthused, some go to a big consumer magazine and end up photocopying or clearing the fashion cupboard with schoolchildren.

“That happens rarely, but it does happen,” says Holmes.

He believes the shift to PR happens when journalists want to start a family or need more financial security.

Holmes says local newspapers have also done a ‘grave

disservice’, to content and driving reporters too hard.

“There are still a lot of local stories that need proper exposure and investigation. That is becoming more difficult for journalists to do and I think that is a real danger. If you’re not getting the interesting work and not getting paid well, why should you stay?”

Megan Baynes is on the executive committee of the Student Publication Association (SPA), which supports young journalists. She believes graduates get a rude awakening.

“Going into any job is a shock, but journalism demands your entire life,” she says. “I think sometimes graduates aren’t realistic. In my last year, everyone was applying for the BBC and The Times graduate scheme and I was applying for local journalism jobs. When I got my job, everyone was like, ‘why aren’t you aiming higher?’ I said, you’ve got to go in at a local level. It’s great to be ambitious, but don’t turn up your nose at your local paper. Moving across the country to work on a local was the best decision I made.”

Baynes didn’t do a journalism degree, but put as much on her CV as possible – running her student paper and doing work experience at the Gloucestershire Echo, the BBC and Channel 4, as well as working for a paper in the US during her year abroad.

So, when she graduated, she had experience. She is now doing an apprenticeship at the Isle of Wight County Press as a trainee reporter.

“I prefer it because you get on the ground experience while you’re training,” she says.

Feedback from students at SPA also found that editors don’t always look as favourably on journalism degrees. “If someone said, ‘I’m applying for university’, I wouldn’t advise them to do a journalism degree,” says Baynes. “It’s hard because everyone wants that experience and a lot of the time publishers want the NCTJ, but they aren’t willing to pay for it. So you’ve got to put yourself in a lot of debt, then take a job where you may not earn much. I can see why students think, ‘What’s the point when I can take a job in PR?’” There are new opportunities at organisations such as charities and non governmental organisations.

So are graduates being encouraged to take jobs in PR?

“We definitely don’t want students to go into PR because that’s not journalism and we train them to be journalists,” says Franks. “We want them to be independent minded and hold power to account. The reason we do this is to produce good journalists who will go out there, fly the flag and ask difficult questions. I feel a bit disappointed when I see people who have those skills and use them in the capacity of PR.”

Holmes believes the industry needs to look at itself, including at wage structures and career paths. “If they want bright young people to come in, there has to be some reward,” he says. “It doesn’t necessarily have to be pay – if they’re getting interesting work, there’s a balance. But if they’re expected to do fairly rubbish jobs and not get paid well, that is a recipe for disaster.”

Franks says: “The bright ones and the determined ones will make it in the end. Keep your skills, keep learning and find your niche.”

Pay day mayday

Louise Tickle finds exploitation is becoming ingrained with the plethora of free content

Journalism graduates interning at news outlets for bylines; Websites that don't pay for words; Professional photography that's being replaced with smartphone snaps; Specialist journalists asked to speak at events that have no budget to pay them. Welcome to the life of the self-employed hack in 2018.

Freelance journalists being asked to work for zilch is nothing new. But the explosion of online platforms and the rapid evolution of communication technologies, together with the willingness of many individuals to blog their thoughts and Instagram their lives for free are increasingly the problem.

Until recently, Kate Bevan was a technology journalist and broadcaster who received regular invitations to speak about her specialism – for nothing. These requests, she observes dryly, tended to go as follows: “We love your work, we think you're wonderful, we'd love you to speak at our event – by the way, we have no budget.”

Bevan, now editor of Which? Computing, has moderated the StopWorkingForFree Facebook group whose manifesto calls on freelancers to withdraw unpaid labour from the creative industries. She says the bottom line is simple: “If you're monetising my expertise, then I'm monetising my expertise.” The group's manifesto points out: “Every time you work for free for a company that could and should pay you, you set up a paradigm whereby you in turn become replaceable.”

Although experienced freelancers find it easier to be assertive than those starting out, dealing with the emotions that are provoked when someone presumes to exploit your skills can sap energy and affect morale. Journalist and editor Sarah Drew Jones says she feels ‘insulted and undermined’ when these requests come through. “When a PR or content agency emails to ask for ‘my take’ or help on a project, pitch, product, event or even idea, I tell them how damaging it is,” she explains. “Their greed and thoughtlessness is actually changing the DNA of the industry. It punches home that journalism is increasingly devalued. I don't want to be part of that trend.”

‘Offended and bemused,’ is freelance journalist Emma Lunn's reaction. She has been asked to work for free, ‘numerous times by dodgy start-ups’, which suggest – despite

her having 14 years' experience of writing about money for the nationals – she might benefit from ‘the exposure’.

“I normally reply with a curt email saying I don't work for free and often point out that my ‘exposure’ is fine – after all, they found me OK,” she says.

There are more subtle ways of gaining from a journalist's expertise – and some blurry lines. Journalist, lecturer and coach Susan Grossman was asked by a fellow journalist writing a book if she'd answer a few questions on the phone. “I questioned payment but she said ‘I haven't been given a budget for consultancy.’”

When the book came out, Grossman discovered that she was quoted throughout, and felt it was ‘more of a collaboration than a few quotes’.

Just reward, not free cheers

Recently, I've been asked several times to chair or speak at events without pay. Each job would have taken a full day, *writes Louise Tickle.*

The first was from a profit-making company. When I protested, the reply from the director included: “Almost always those we approach are happy to help, and recompense if needed comes from exposure...”

Others were universities. One was an invitation to chat to students about an article I'd written. Once I had explained the situation, he

was hugely apologetic and said he would put a budget line for freelance contributors into his next funding application.

The other uni was sponsoring a literary festival. The press office – which knows I'm self employed – invited me to moderate a panel discussion on domestic abuse, an issue I've written about for years. I would have loved to do it

– but there was no money, except expenses.

I was told speakers weren't paid. Free tickets to other festival events and a ‘nice case’ of wine had been accepted by other speakers.

My website is clear I give talks and chair debates for payment so I'm staggered people reckon they can use my skills for nothing. Maybe they believe a journalist with national bylines is rolling in it. If only. Even if this were so, freelancers shouldn't have to point out that their skills should be valued in the only way that'll keep them clothed, sheltered and fed: with money.



On reflection, she feels she should have been paid as a contributor. “Too late now,” says Grossman. “But, if I had known the format, I would not have agreed for no money.”

It’s always worth telling someone what your rate is and seeing what they say, says Lunn, “but bear in mind that some companies unwilling to pay might agree a price and then not have the money when the time comes. So if you have any doubts, ask for some or all of your fee upfront.”

And while Bevan’s response is uncompromising – no money, no appearance – she says she tries to be constructive. “I’m not rude about it, but I say come back to me when you have a budget. I point out that I’m a supplier, and I often ask: ‘Are you paying your venue and caterers?’”

PR agencies and news outlets pumping out content on the cheap are far from being the only culprits, however. One freelancer who regularly does TV slots said that, while ITV ‘never asks’ her to appear for free, the BBC ‘have a lot of form’ for asking journalists to do exactly that.

“I was asked by a BBC programme called Rip Off Britain – the irony – to film a segment for no pay,” she told me. “It would have taken two days – it was filming in Manchester – and they would only have covered travel expenses.

“There’s also a Sunday programme hosted by Nicky Campbell on BBC1 that I have twice been asked to be on the panel for, also for no money.”

Why does the problem exist in the first place?

Drew Jones believes the perception of journalism’s value has changed. “We’re not experts who research and break stories and hold power to account and change lives and entertain, enrich and inspire any more,” she says. “We’re hobbyists who Instagram our breakfasts, and who wants to pay for that? I’m being flippant, but there’s an element of this in the public perception of journalism and media now, and that’s bled back into people even within the industry too. PR agencies, content agencies, event organisers – they don’t value journalists or, in many cases, differentiate us from the hobbyist bloggers and influencers with large Twitter followings but no journalism skills.”

In this climate, it is tougher than ever to negotiate when starting out. While in a salaried job, Emma Sheppard, now a commissioning editor at Guardian Networks, wrote articles ‘for anyone who would take my stuff’ to build up her portfolio. “That meant working for free,” she says.

Before going freelance full time two years ago, Sheppard had saved some money but found making a living ‘was slow going’ at first. “I went to a couple of NUJ workshops about freelancing and one thing really stood out: if you say yes to working for free, you’re making it harder for everyone else.”

Although she does now bring up the issue of payment once an editor has expressed interest in an idea she’s pitched, Sheppard ‘still hates’ asking. Demanding that your skills are valued still feels delicate for those early in their careers.

“I know it’s harder for young people and I encourage them

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If a budget doesn’t appear, then you have to ask yourself what you’re getting out of it, because often enough it’s bugger all

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to stand their ground,” Bevan says. “If a budget doesn’t appear, then you have to ask yourself what you’re getting out of it, because often enough it’s bugger all.”

Words, broadcast interviews and the speaker circuit are only part of the problem.

To address the specific issue of amateur photography being supplied – or ripped off – for no payment, the NUJ recently launched the #useitpayforit campaign. With groups such as Newsquest making user-generated copy part of their business plans and openly courting camera clubs to provide free pictures, the union believes it is now time to raise awareness of the issue with amateur photographers and videographers who, by giving their work away, are undermining professional photographers and the value of good photographs and videos.

“If an image is good enough to be published or broadcast, it is good enough to be paid for,” is the message.

Freelance forums such as the private Facebook group Can’t Pay Won’t Pay exist for freelance journalists to let off steam and ask for advice on how to secure a better deal – as well as, sometimes, to work through their thoughts about when working for free might be acceptable.

What can freelancers do to ensure people value their work?

“First, be fantastic at what you do so you can genuinely offer a valuable service that demands fair payment,” says Drew Jones. “I explain why the ‘work for free’ approach is a mistake but, of course, I’m also a business so I offer a solution too, suggesting a consultation fee with an explanation of what unique benefit my expertise and experience can bring to the project.

“It’s never been more important for freelancers to be multi-skilled, flexible and at the top of their game. But you do have to take a stand, because our profession is under threat. Know your worth and fight to get fair recognition of it.”



Raymond Snoddy finds some figures to make journalism pay

Fight Facebook with real reader numbers

The occasional elderly US senator may not know how Facebook makes its money. But there can hardly be a journalist anywhere who doesn't know how the social media giant hovers over advertising and, in the process, blows out jobs in the traditional media.

Rather like the reputation of President Trump among his followers, nothing that Facebook does or says, however scandalous, seems to dent its advance.

Fake news, invasion of privacy, interference in election campaigns by proxy, ads placed next to jihadi violence or viewed for two seconds (if they are seen by humans at all rather than robots) and still nothing happens.

To be more precise, something does happen – money continues to flow from the established media into the coffers of Mark Zuckerberg.

Despite Cambridge Analytica, despite everything, Facebook's revenues rose by 49 per cent in the first quarter to a record \$11.97 billion. Can anything stop the march of the social media giants other than waving garlic at them?

In the UK publishers now at least have PAMCo.

Pardon?

A prize to any journalist who has heard of it, and kudos to those who have not only noticed the launch but also pondered its implications – which could be considerable.

Most journalists, unless they have to write about circulation figures, tend to avert their gaze from the gloomy regularity of print decline in the ABCs.

Now we have Audience Measurement for Publishers from PAMCo. This is a £35 million initiative which has been three years in the

making and has replaced an outdated national readership survey system.

So far so boring – something for statistic nerds to discuss, rather than journalists trying to work out how long Theresa May can survive as prime minister.

The work of PAMCo is far from boring and could affect – positively – the extent to which journalists get to keep their jobs in future.

It should have been done years ago but let's not carp.

PAMCo uses 35,000 face-to-face interviews, backed up by a revolving 5,000-strong panel who monitor reading on all digital devices. The result is reliable numbers for 'newsbrand' readers across print, desktop, tablets and phones, with duplication removed.

The information generated, never assembled in such a comprehensive way before, is good news for newspaper and magazine publishers.

No fewer than 24.6 million people in the UK read newsbrands every day and 41 million each week. It looks like a regular habit because the monthly figure is only a little higher at 45.4 million.

Each month, publishers are reaching 91 per cent of all adults, with reach rising to 93 per cent for 15-34 year-olds. For all adults, print is the biggest single component while, for younger age groups, it is mobile.

These are the numbers that media agencies and advertisers have been seeking for years. The

biggest question is what they will do with them.

In a rational world, media planners will be able to do some more planning and integrate the trusted offerings of newsbrands more fully into campaigns.

In such a rational world, the leakage of advertising revenue to social media should at least slow and possibly even be modestly reversed.

The danger is that the young digerati in agencies will continue to push the digital default button, acting against the long-term, brand-building interests of those they represent.

The difference now is that, thanks to PAMCo, if they continue making Zuckerberg and friends richer and

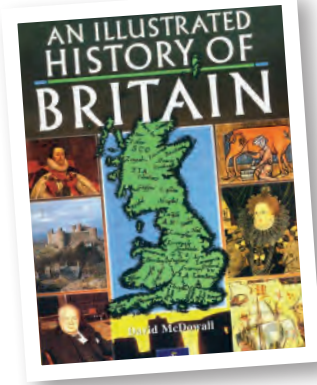
“These are the numbers that media agencies and advertisers have been seeking for years. The biggest question is what will they do with them**”**



 For the latest updates from Raymond Snoddy on Twitter follow @raymondsnoddy

What made you become a journalist?

I wanted to be a political cartoonist from the age of 10 when I first came across drawings by Gillray, Cruikshank and David Low in my sister's history text book – An Illustrated History of Britain 1780-1945.



What advice would you give someone starting in journalism?

Combine arrogance with sloth: be convinced you're bloody brilliant so are guaranteed to get ahead, and be far too lazy to get a proper job.

What other job might you have or have done?

My last proper job (when someone else paid my stamps) was in 1980. I was assistant chief cashier at Wembley Stadium until I got sacked for innumeracy.

When did you join the NUJ and why?

In 1997 and from shame. I was at the Labour conference and an old school shop steward delegate asked if I was in a union. I didn't realise I qualified as a freelance. At the next conference, I reassured him I'd made good my error.

Are many of your friends in the union?

I hope so. Whenever a cartoonist regales me with horror stories of managers or editors, I ask if they've consulted the NUJ. Then – depressingly often – I say 'join!'.

Who is your biggest hero?

Cartoonists don't have heroes, or at least shouldn't. I have a passing regard for the founding geniuses of my craft, Hogarth and Gillray, and later geniuses like Ronald Searle and Ralph Steadman.

And villain?

The list is far too long to repeat here.

What's been your best moment in your career?

Tony Blair tried to write a complaint on Alistair Campbell's computer about one of my cartoons. Campbell stopped it but, if he hadn't, we would have been able to tear him apart as the PM who couldn't take the 'toons' before he got round to doing any real damage.



NUJ & Me

Martin Rowson is a political cartoonist



What's the best place you've worked in?

The Guardian, bless them, have allowed me to get away with stuff no other paper would. But I had more day-to-day fun on my first national, Today. It was a scream, in the day when papers were still noisy, smoky and boozy.

What are your hopes for journalism in the future?

Good journalism, like satire, is a human constant – we need to hold power to account.

What was your earliest political thought?

When I was five or six: that for most people life just wasn't fair, and the people in charge were hilarious.

And fears?

That the bad journalism – the kind of obsessive, bullying, cranky self-righteousness beloved of too many newspaper titles – will prevail.

Which six people (alive or dead) would be at your dinner party?

The English regicide Sir Harry Marten; Lucy the Australopithecine; Laurence Sterne; Emma Goldman; William Hogarth; Julia Langdon

How would you like to be remembered?

David Montgomery once recommended me to another editor as "a difficult man but a good cartoonist". It's that or from a Daily Mail editorial about me: "Sick, disgusting, deranged and offensive." That'll do.

arts with attitude

Some of the best things to see and do with a bit of political bite

For listings email: arts@NUJ.org.uk

Investigative documentary

State motivation over disputes makes for a disturbing tale



Belonging: The Truth Behind the Headlines by first-time director Morag Livingstone shines fresh light at what happened at Wapping.

The multiple award-winning investigative documentary reveals secret government plans revealing what has long been suspected by many but not proven - until now.

Belonging reconsiders three industrial disputes - News International (1986-87) Royal Mail (2007-08) and Ineos (2013) - and complicit actions by the government. But it's more complex than that.

This film is different from previous trade union films; it looks at patterns found in multiple disputes and how successive governments worked to reduce collectivism and the accountability of business. The consequences of such actions are borne out through heart-rending personal interviews with those at the centre of these disputes.

It looks closely at Wapping, raising questions about the legality of UK

public order policing, behind closed doors dealings of government and Murdoch's purchase of the Times and the Sunday Times. New questions are raised through documents submitted by Murdoch to Leveson, including classified cabinet minutes from the Thatcher era.

Belonging reminds us that, with 5,500 Fleet Street workers sacked and a de-unionised Wapping workforce, trade unions were unable to hold back fake news as they had done during the miners' strike. This pattern of sacking trade unionists and involving the government and the police continued at Royal Mail and Ineos. The results were reduced corporate and government transparency and accountability.

Former Fleet Street compositor Terry Smith sums it up: "It's not what's in a newspaper that counts - it's what's not in a newspaper."

Livingstone says: "This isn't a film that tells you how to think; it asks you to think again."

www.belonging4us.com



by **Tim Lezard**

Book

Rebel with a Cause

By Peter Evans

It's a bit William Boot, but imagine a reporter starting his career earning £1 a week at a local newspaper and progressing to having his own aircraft waiting to whisk him off around the globe to cover another breaking international story.

That's what happened to Times reporter Peter Evans, and he writes about it in his memoir, described by his publishers as 'the ultimate inside scoop'.

Evans worked for the Times for 30 years, so he has a lot of stories to tell, including being hijacked by knife-carrying religious fanatics, threatened with violence by the London Richardson gang and saving Cardinal Hume from a rock-throwing Notting Hill riot.

www.bookgild.co.uk/bookshop-collection/non-fiction/biography/rebel-with-a-cause/

Poetry

Benjamin Zephaniah

On tour throughout the UK

Performance poet, Rastafarian and OBE-rejecter Benjamin Zephaniah has decided, aged 59, that it's time for him to write his autobiography. Which, for someone who left school aged 13 able to neither read nor write, is quite an achievement.

During the 18-date tour to plug *Life and Rhymes*, the anti-racist campaigner will recount tales of his life while sharing some of his

favourite poems. "They say you mellow with age but, if anything, I'm angrier than I've ever been," he says.

www.awaywithmedia.com/benjamin

Music

Belly, the Breeders

May, June, July

On tour throughout the UK

It's a good time to be a child of the 1990s if you like minor indie bands. For, while members of Oasis have alternated between churning out pub-rock albums and family feuding, and members of Blur have become Labour councillors or Cotswolds-dwelling cheesemakers, 4AD royalty Belly and the Breeders are back making proper music.

Probably the coolest woman in rock, Kim Deal, returns with her sister Kelley for a new album and a tour, while former Breeder Tanya Donnelly takes the stage again with her band Belly to do the same. If you missed them the first time, make up for lost time.

<http://bellyofficial.com>

<http://thebreedersmusic.com>

Games of Thrones Live

On tour throughout the UK

If you can't wait for the new series of *Game of Thrones*, why not satisfy your longing by listening to music from the show?

You'll hear composer Ramin Djawadi leading an orchestra and choir, and see 'mesmerising visuals' claiming to bring to life the fantasy kingdom of Westeros. Whether that means dragons or not, I have no idea.

www.gameofthronesconcert.com



Festival**Galway International Festival**

16-29 July

It must be Madness attending the Galway International Festival and, as it happens, the two-tone ska band are playing on the same bill as Oklahoma rockers The Flaming Lips.

Last year more than 200 events took place in 33 venues. This year, even more are planned, including theatre, dance, music, opera, street spectacle, visual arts, discussion and comedy.

www.giaf.ie

Theatre**Ulysses**

June and July

Dublin

Dublin's Abbey Theatre is staging Dermot Bolger's vibrant production of Ulysses throughout June and July. If you've never managed to read your way through James Joyce's modernist masterpiece, this could be the excuse you need to get to grips with Leopold Bloom et al.

www.abbeytheatre.ie/

whats-on/?filter=jun-2018

Takin' Over The Asylum

Church Hill Theatre, Edinburgh

23-26 May

A radio drama in the truest sense of the words. Whisky-drinking double-glazing salesman Eddie McKenna

relaunches a hospital radio station in a psychiatric unit... and finds soul music is the key to helping the patients win their battles against perception and prejudice, as well as illness itself.

www.assemblyroomsedinburgh.co.uk/church-hill-theatre/

what-s-on-at-church-hill-theatre

**TV****Ambition vs integrity at rival newspapers**

We've all winced at how reporters are portrayed on screen, but it doesn't stop us tuning in.

This autumn, hot on the heels of *The Post*, is another chance to catch a glimpse of how others see us in BBC drama *Press*, which looks at competitors the broadsheet *Herald* and the tabloid *Post*.

In a welcome casting, two women (Priyanga Burford and Charlotte Riley) play top dogs at the *Herald*, tangling with *Post* editor Ben Chaplin and CEO David Suchet who assumes what I assume is the Murdoch role.

A very strong supporting cast includes Paapa Essiedu (who played



the first black RSC Hamlet) and *Games of Thrones* star Ellie Kendrick as rookie reporters, Al Weaver as an investigative reporter, Shane Zaza as a news editor and Brendan

Cowell as a deputy editor.

The Beeb's blurb says the series will immerse viewers in the personal lives and the constant professional dilemmas facing its characters as they attempt to balance work and play, ambition and integrity, amid the never-ending pressure of the 24-hour global news cycle and an industry in turmoil.

We've all been there, right? Let's hope the characters are in the NUJ to protect them.

At the time of going to press, they're still filming so there's no transmission date other than 'later in the year', but you heard it here first...

The Playboy of the Western World

Theatr Clwyd, Mold

12-16 June

In this classic comedy Christy Mahon walks into a village pub claiming to have killed his father in self-defence and talks of his bravery. But the

locals' suspicions soon become aroused as Christy's storytelling grows more and more elaborate.

www.theatrclwyd.com

Shit-Faced Shakespeare**The Merchant of Venice/Romeo and Juliet**

London and Brighton

And now for something completely different. From the Edinburgh Festival comes this deeply highbrow fusion of an entirely serious play with an entirely drunken cast member.

Each night an actor is chosen at random to drink as much as they can before – and during – the performance. I dread to think what'll happen.

www.shit-facedshakespeare.com

Film**On Chesil Beach**

On general release

18 May

I recommend this film with caution because I wonder whether any adaptation could do justice to Ian McEwan's novella about love, loss, pride and regret.

You couldn't wish for a better cast – Saoirse Ronan as the stiff Florence, Billy Howle as the not-stiff-enough Edward, and Emily



Watson, Samuel West and Anne-Marie Duff as their parents – so I'd better go and see it. After all, doing nothing is not an option.

<https://bleeckerstreetmedia.com/onchesilbeach>

Book Club

On general release

1 June

Diane Keaton and Jane Fonda star in this comedy about four lifelong friends whose lives are turned upside down after reading 50 Shades of Grey at their book club. Who says words aren't powerful?

Comedy**You Can't Polish a Nerd**

Until August

Soho Theatre, London

As I'm a big fan of puns, this show makes it into the listings by virtue of the title alone.

Billed as the ultimate show for nerds and non-nerds alike (hedging their bets there), it features stand-up mathematician Matt Parker, experiments maestro Steve Mould and geek songstress Helen Arney, who mix up astonishing science with statistically significant comedy and experiments that electrify their audiences – sometimes literally.

<http://festivalofthespokenerd.com/show/ycpan/>

Spotlight: LabourLive**Festival of music, art and politics****The White Stripes-inspired**

election earworm 'Oh Jeremy Corbyn!' was first heard at the Wirral Live festival last May. Now, the Labour leader has a festival of his own.

Styled as 'a festival of music, art and politics that brings together our incredible movement', LabourLive, on 14 June at the White Hart Lane

Recreation Ground in London, will feature Corbyn plus shadow chancellor John McDonnell and Kate Osamor, shadow secretary of state for international development

Performing are The Magic Numbers, Rae Morris, Jermaine Jackman, DVTN, Sam Fender, Reverend and the Makers, and Nia

Wyn. Literature events, childrens' entertainment and activists' workshops are also planned.

Whether it'll be a Tolpuddle-type success (12,000+ punters each year) or a Conservative Ideas calamity (just 200 turned up), remains to be seen but, at £35 a ticket, it's surely worth a pop.

<https://action.labour.org.uk/page/content/labour-live-main>



Your Say...

inviting letters, comments, tweets



Please keep comments to 200 words maximum

Email to: journalist@nuj.org.uk
Post to: The Journalist, 72 Acton Street, London WC1X 9NB
Tweet to: @mschrisbuckley



TIM ELLIS



We must all tackle mental health stigma

As a journalist and mum living with bipolar disorder and PTSD, I was delighted to see coverage of mental health in the latest edition of The Journalist.

I was, however, disappointed to see that the reporter used the outdated term 'manic depression' rather than the correct description of the illness known widely now as bipolar disorder or bipolar for short.

Manic depression is no longer used in the medical profession; it was removed as an official label a number of years ago to separate it from depression. However, some people still use the term, creating further confusion around this mental illness, which affects one to two per cent of the population.

Unfortunately, it is not just media practitioners who have a long way to go in dealing with mental illness. Media companies do too. They must also treat their employees – one in four of whom will have a mental health problem – with the respect and dignity they deserve.

Employees must also do their bit in the workplace. By opening up conversations with colleagues around mental health we can all play a part in breaking down the stigma of having a mental illness.

I really enjoy receiving my copy of The Journalist. It's nice to keep up to date with what is happening in my profession despite me not being a part of it right now.

Alex Harvey
Whitby



would need a licence to do so?

We look forward to the thoughts, ideas and opinions from all our fellow readers and beyond.

Ian Maccabee
Irish Eastern branch

Being open about pay is positive but only a start

It was good to see the article in the Journalist regarding the uplift in Michelle Stanistreet's remuneration. Some other publications would not have published such information.

However, in the area where I live, there appears to be concern about the inequality between single mums struggling on one wage and households with two incomes... the sort of inequality in life that it is difficult to remove.

Eddie Johnson
Life member

Don't meddle with a winning house style

Ray Pearson may be entitled to impose his house style on the periodical he edits but he has no business criticising the rest of us for using the expression 'to win a medal' (March-April Journalist).

My dictionary (Shorter Oxford, 1993) illustrates this usage by a quote from novelist Graham Greene: "She was a head warden in the blitz and won the George Medal." Older readers may remember that, early in his writing career, Greene was a sub on the Times.

Wynford Hicks
St Aulaye, France

Readers can tell if it's interesting - or not

'Interestingly' (column three, 'Fly the Flag for Good Standards of English', March/April) is an adverb, but is missing a verb. Lower the flag. And anyway, if it's interesting – which the writer is obviously trying to say – why tell us? If it's interesting, we'll spot it. And if it isn't, writing 'interestingly' doesn't make it so.

Fabian Acker
London



Small charity had a big role in campaign

While cautioning that there remains much still to do, your feature in the March/April issue rightly noted the improvement in how mental health issues are reported. However, it failed to acknowledge the key role of a small charity, Mental Health Media, in helping start that improvement.

It was MHM, previously known as the Mental Health Film Council, that did much of the spadework for the creation and funding of the successful Time to Change anti-stigma campaign. It also

set up the first speakers' bureau of people willing to talk about their mental health problems to the media, offering them training and support.

When MHM merged with Mind in 2008, Mind took over MHM's media awards that have since grown into a glittering, high-profile event.

We've come a long way since the days of 'Bonkers Bruno' headlines. It would be an injustice if the vital part played by MHM was wiped from the record.

David Brindle
(former MHM trustee)
London

Legal or lawful? Discuss the distinction

I was eagerly devouring the contents of my latest Journalist and, when I got to Your Say – inviting letters, comments and tweets – a thought struck me. Though I'm not normally violent, I thought I'd strike back.

How about a section on Lawful vs Legal? A topic for thought, for example – do we have the lawful right to travel or do we have the legal right to travel?

Are journalists, reporters, media personnel etc travelling and working in private or are we public servants who

Press cards and community journalists

The article on community journalism in the last edition of The Journalist may have given the misleading impression that the NUJ is helping the Independent Community News Network (ICNN) to get press card recognition and community journalists to obtain press cards.

The article does not state that all community journalists should be given a press card, but the ICNN launch section says they're 'working with the NUJ' on the issue.

It is very unlikely the ICNN will become a gatekeeper for the UK Press Card Authority (UKPCA); most community journalists will not qualify under UKPCA rules if they are not being paid for their newsgathering.

The UKPCA establishes the eligibility criteria for holding a press card, and the NUJ has no plans to change the union's rules on which member categories are eligible to apply.

NUJ associate members (which would cover community journalist volunteers) are not eligible to apply for a press card.

To paraphrase, the criteria are that a professional media worker's employment (or self-employment) is wholly or significantly concerned with newsgathering.

The writer of the article raised concerns about community journalists accessing official meetings, but she should have contacted the NUJ to find

out what 'working with the NUJ' means and clarified that in the piece.

Simon Chapman
Chair, Journalist Editorial Advisory Board

Word-length restrictions prevented my going into further detail on the issue of press cards and the NUJ. But before the ICNN launch, Emma Mees and Matt Abbott had twice attended the Welsh Executive Council (WEC) to talk about their work, aims and issues – including press cards.

As a result, the WEC submitted a motion to the NUJ's recent Delegate Meeting in Southport – which was carried.

Debated in the Recruitment and Retention section, it instructed the National Executive Council "to develop a strategy aimed at securing strong union membership in this (hyperlocal) growing sector, including:

"Engaging with the Centre for Community Journalism at Cardiff University and the recently established Independent Community News Network that it hosts to maximise the possibility of hyperlocal journalists qualifying for full NUJ membership and, where appropriate, press cards."

Jenny Sims
Freelance Member, Wales Executive Council
Member, Freelance Industrial Council

twitter feed



Tweet us your feedback: @mschrisbuckley

- Andrew Simpson** (@thegameismental) 11/03/2018
Heartened to read a piece on rising standards of #mentalhealth reporting by @goodchildjourn in latest edition of @NUJofficial magazine. Journalists still need to do better, and it's great to know @TimetoChange and @suebakerTTC are keeping an eye on us! (cc @mschrisbuckley)

- BABCP** (@BABCP) 15/03/2018,
Great to see @NUJofficial magazine featuring the issue of reporting mental health, something we did in March 2015 'No more Bonkers Bruno' babcp.com/files/CBT-Toda... pic.twitter.com/sIYyVHVowN

- RF Hunt** (@RFHunt1) 07/03/2018
@mschrisbuckley Excellent article about #mentalhealth

- James Hatts** (@james_hatts) 11/03/2018,
Idly reading the @NUJofficial magazine a bit of a shock to turn the page and find myself quoted in a piece on the @ICNNUK #bfcj2018 conference pic.twitter.com/3CwfdKQLAh

- Michael O'Toole** (@mickthehack) 29/03/2018
From @NUJofficial Journalist magazine. Thank you, Mr Hill. Got me through many a court case unscathed. #shorthand #journalism pic.twitter.com/t8ZGXlvp3W

- Rizwan Ali Dar** (@rizali67) 31/03/2018
@mschrisbuckley a fantastic piece in the March-April edition about amateur photographers charging. As an amateur myself I will be using this advice and charging for any photos used.

- Ben Jennings** (@BJennings90) 07/03/2018
Illustration for latest issue of @NUJofficial magazine for a piece on #FakeNews

STEVE BELL

THE OWNERS





Roy Rogers

Former Herald industrial correspondent Roy Rogers, who died at the age of 73 in March, was a member of the NUJ for some 50 years.

Roy was born in Shardeloes, an 18th century country house near Amersham requisitioned for pregnant women evacuated from London. His father was with the forces in Burma.

He passed his 11-plus and went to Kingsbury County Grammar schools in north London. He played football for Harrow Schools and rugby for his own school then for Old Kingsburians, through which he met his wife Susan.

His newspaper career began as a clerk in the prices room of the Financial Times. Management recognised Roy's abilities and he became a labour reporter, then labour correspondent and shipping correspondent. He left the FT in 1976 to become editor of Shipbuilding News; from there he went to Lloyd's List and The Herald's London office.

Roy's politics – he was a trade union left-winger – never coloured his copy. He covered all the major industrial disputes in the 1970s and 1980s. While close to most union leaders, he was never too close to write stories they found inconvenient.

Roy gave some entertaining speeches as chair of the Labour and Industrial Correspondents' Group. Each year, they awarded the 'Golden Bollock' to the member adjudged to have made the most serious error in print or on air. Roy never won it.

His quick wit may have arisen from having a name some found amusing – 'singing cowboy' Roy Rogers was a star in the 1950s and 1960s. Once, attending the engineering union conference, he ate a mediocre dinner. After the meal, the intrusive m'aitre d' insisted that the reporters gave their names and papers. When Roy said: "Roy Rogers, Glasgow Herald", the manager asked: "Where's your horse?" Roy replied: "I think I've just eaten it."

Barrie Clement

MICHAEL CULLEN.



Maureen Rose

The death of Maureen Rose at the age of 84 has deprived specialist journalism of one of its finest practitioners and the first woman to edit a construction-related magazine.

Maureen Crutchley grew up in Derby and joined the Derbyshire Advertiser as a teenage reporter. She moved to the Grimsby Evening Telegraph, where covering the fishing industry was good preparation for specialist reporting. From there she went to the Ilford Pictorial, where local government reporting was also to come in useful. She later served on the Surrey Comet.

The demands of family life saw her move to business and technical magazines. She worked for Community Care before joining the municipal technical services magazine Surveyor in 1984.

The elevation of a woman to edit the title in 1986 raised a few male eyebrows but she soon mastered the intricacies of councils' highway and sewerage engineering, planning and housing portfolios and the water industry, bringing an authoritative voice to Surveyor. Editor for 12 years, she was a passionate defender of public services.

Her circle of friends remember her as a great editor, her trademark cigarette in a holder, bashing out copy to deadlines that were never missed. She ran a gender-neutral office before it was fashionable. While outspoken, she showed great loyalty in a profession where it's all too rare.

Maureen pursued a very active retirement, studying philosophy and travelling widely until health issues took their toll. Even then, she refused to give in, once being smuggled out of hospital where she was recovering from a broken pelvis in a wheelchair to go to the theatre.

She is survived by her former husband, lobby correspondent David Rose, and daughter Abigail.

Former colleagues



Jackie Sloan

Jackie (Jackson) Sloan, who died on Christmas Eve in his 78th year, was a highly respected photographer for Northern Ireland's provincial press and a long-standing NUJ member.

Jackie was a staff photographer on the Ulster Herald in his native Omagh for three and a half decades. He was an excellent news photographer. National and international news agencies sought his work. He could have moved to a larger stage, but preferred to stay where he was happy, in his own community.

As well as having superb photographic skills, Jackie was a gentleman, gifted with both wisdom and humour

He was one of the first photographers on the scene of the worst incident of Northern Ireland's Troubles: the Omagh bomb of 1998, which killed 29 people. The dead were his friends and neighbours. "It was a very difficult time, but you had to switch off and do your job," he said.

On the day after the bomb, victims' relatives gathered in Omagh Leisure Centre to hear increasingly bad news. Out of respect, Jackie did not take photographs. He was uncomfortable at the forceful approach of some photographers from outside the area.

His fondness for place came out in his favourite photographic subject, the three closely grouped spires of Omagh's Catholic and Church of Ireland churches standing over the town.

Being a photographer was his third career. He had been both a telephone engineer, and a drummer in a show band.

Jackie is survived by his wife, Kay, and sons Liam and Neil.

Anton McCabe

More obituaries, including Len Tingle and Torben Lee at www.nuj.org.uk



Story behind the picture

Neighbourhood Laundry
Cuban Notebook
Larry Herman

This photograph is from a portfolio of nearly 100 images in the permanent archive of the Confederación de Trabajadores de Cubanos (Confederation of Cuban Workers) in Havana. They were first exhibited during the 2017 May Day celebrations in Cuba.

An exhibition of 25 photographs from the archive opened last October at Ruskin College, Oxford and has toured the UK. The images have been on show at the Scottish Trade Union Congress and the Radical Film Festival in Glasgow.

The photographs were taken throughout Cuba over a period of more than four years.



Are you an NUJ photographer and have a photo you want to tell the story of?
Please email journalist@nuj.org.uk Printed contributions will be paid.

Sun, seagulls and standing orders

Chris Proctor goes to the NUJ conference

There is nothing like a British seaside town: the brass bands on the prom prom; the invigorating aroma of chips frying; the cries of the seagulls and the candy floss vendors; the creaking boards hosting the fading careers of ex-X-Factor favourites.

Southport has all these attractions and more. It was home to the exiled Louis Napoleon before he de-Bona-parted for Paris to become emperor of the French; Red Rum lived there; and it hosts the British Lawnmower Museum whose 200 restored exhibits can all be viewed for £3 – a mere 1.5p per machine.

Last month, in addition to these attractions, Southport hosted the NUJ conference. Not all month, of course. Just a few days. Some stayed next to the conference hall in a hotel called the Ramada Plaza, whose name sounds liked something out of Bill and Ben. Or maybe I was still thinking of mowing machines.

It was heartening to see journalists out of the office. A few decades ago, a pack of industrial correspondents and a gaggle of political scribblers were employed to follow conferences from resort to resort from late summer to early autumn. They could regale for hours on drinking sessions, colleagues' antics, night porters, bedbugs, mis-filings, lost keys and hospital visits. And they knew their pitch inside out.

Nowadays, the NUJ apart, you see more scarab beetles at seaside conferences than you do journalists. Media money men want you in front of a screen, under the eye and away from expense claims. They argue you can get the facts from the office. And so you can. But you don't necessarily get the story.

Even a cursory glance at the agenda revealed this to be unmistakably a conference of journalists. Other unions might 'oppose' a measure. Not us. When we don't care for universal credit, mere 'opposition' is far too mundane. We call on the executive to 'overturn, delay, stymie and frustrate' its provisions. Splendid prose!

The standing orders committee clearly comprises subs of the highest calibre. One motion was declared out of order for 'being void for uncertainty of meaning'. I thrilled at this striving for quality journalism, and mourned that our SOC could not make

similar rulings in parliamentary discussions. How useful they would have been during the Brexit debate.

I noticed Michelle Stanistreet flinch when they ruled 'The following amendment puts the motion in order: 'delete general secretary'

I discovered another feature of Southport when I was wrestled from the hall, summoned to meet a colleague in the Victoria, a hostelry. I was not acquainted with. And, with the sun shining into my eyes, I sought directions. I made out the indistinct shapes of two approaching chaps, and hailed them. Gradually I realised they were dressed rather similarly to myself, with white shirts and dark trousers and waistcoats. Like me, they had identification badges – but theirs were not conference credentials but evidence of their Mormon mission. Unsurprisingly, they were not familiar with the Victoria but they did advise me of a high percentage of their creed in the town.

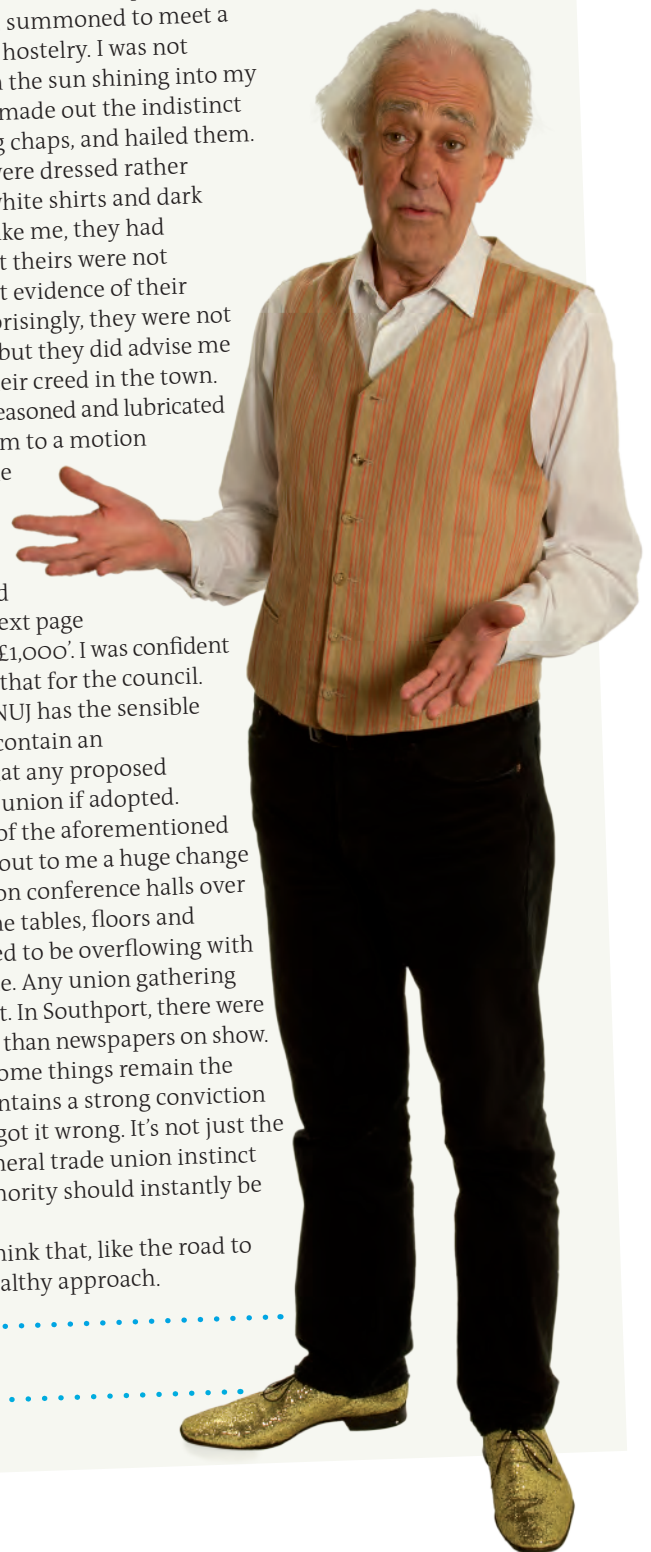
Back in the hall, my unseasoned and lubricated eye fell upon an addendum to a motion reading 'London Magazine Branch. £3,000 if active monitoring required'. Did this refer to the branch? I wondered. I was disabused when a proposal on the next page concluded: '60+ Council. £1,000'. I was confident no one was going to pay that for the council.

It transpired that the NUJ has the sensible provision that motions contain an approximate amount that any proposed measure might cost the union if adopted.

Roy Jones, a member of the aforementioned august council, pointed out to me a huge change that had come over union conference halls over the past few decades. The tables, floors and pockets of delegates used to be overflowing with newspapers of every hue. Any union gathering was a tree-fellers' delight. In Southport, there were probably more agendas than newspapers on show.

It's good to see that some things remain the same. The hall still maintains a strong conviction that the executive has got it wrong. It's not just the NUJ, of course. It's a general trade union instinct that any vestige of authority should instantly be undermined.

I couldn't help but think that, like the road to the seaside, this is a healthy approach.



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