

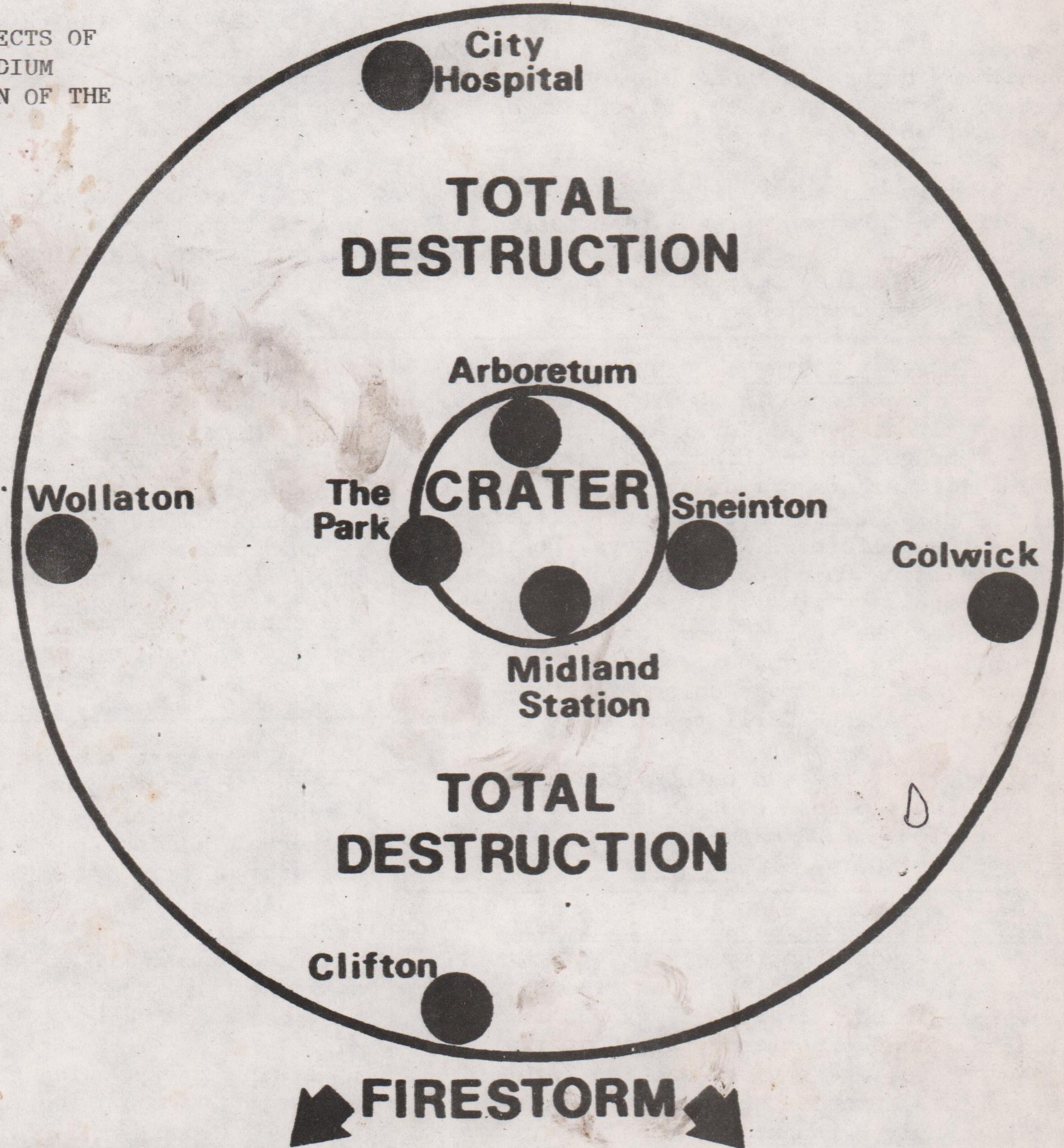
nottingham bulletin.

20p

DEC '80

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SIZE- TOTAL DESTRUCTION OF THE
THE CITY OF NOTTINGHAM
AND DEVASTATION FOR
MILES AROUND.
CASUALTIES MIGHT
ACCOUNT FOR 95%
OF THE POPULATION
OF THE CITY....



NUCLEAR NIGHTMARE

The facts that everyone should know

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.....see page 21.

NOTTINGHAM BULLETIN is jointly produced by Nottingham Trades Union Council (T.U.C.), the Nottingham Campaign Against the Cuts, and 118 Workshop. Its columns are open to contributions from people in the trade union and labour movement, tenants and community movement, women's and ethnic minority organizations, and the unemployed.

Articles and contributions should be sent to: NOTTINGHAM BULLETIN,
118, MANSFIELD ROAD,
NOTTINGHAM. (TEL: NOTTM. 582369).

"All initialled articles in this Bulletin are the work of individuals and do not necessarily represent the views of the organizations responsible for its production."

IN THIS ISSUE

This edition of the Bulletin reminds us that there are a series of struggles continuing in Nottingham - the campaign to Save the General Hospital, the fight to reinstate Eileen Crosbie, the ongoing activity against housing cuts, the promotion of the development of an acceptable public transport network, and so on. These are the results of cuts made in the last round - and even though the Cabinet has rejected Treasury demands for a further £2bn public spending cuts in the next financial year (Financial Times, 20/11/1980), the cuts that will go through will mean even more devastation of the public services. Moreover, there appears every prospect of higher National Insurance contributions for employees and sharp increases in tobacco, alcohol and other indirect taxes. There's more than one way to skin a cat - or in this case, working people.

Other articles in this edition focus on the means this Government intends to use to achieve its political project - legal restriction (if not prohibition) on legitimate trade union activity through the Employment Act, the weapon of mass unemployment, its attempts to force women back into the home, the escalation of racism through increasingly draconian immigration restriction, and so on.

THE NOTTINGHAM & DISTRICT TRADES UNION COUNCIL which was established in 1890, constitutes a permanent local centre for Trade Unions and exists, amongst other things, to watch over the local interests of labour, and to take part in national and international efforts to promote the welfare of the workers. Registered with the Trades Union Congress (T.U.C.), the Trades Council is its local representative and deserves the full support of ALL local union branches. The Council consists of delegates of local Trade Union Branches in affiliation, which affiliate at a fee they can afford.

For further information on how YOUR Branch can affiliate, please contact the Secretary, Chris Preston, 12, Emmanuel Avenue (NG3 6HF), or telephone NOTTM. 51035.

THE NOTTINGHAM CAMPAIGN AGAINST THE CUTS was established by Nottm. & Dist. T.U.C. in 1977 to aid and co-ordinate the resistance to reductions in socially necessary public spending. Local experience has shown that the defence of public services and the fight for improvements demands that tenants organizations, community groups and unions fight co-ordinated campaigns. The Nottingham Campaign exists to attempt to achieve just this alliance, as it believes that the only way of seriously opposing the cuts is to build and sustain massive and open resistance to them based on strong active struggles in as many areas and sectors as possible.

Affiliation is open to Trade Union organizations (branches, workplace groups,

shop stewards committees, etc.), organizations of the unemployed (such as Claimants Unions), Ethnic Minority and Women's Groups, Tenants and Community Groups, single issue campaigns (such as Save Our Nurseries, Save Adult Education, Child Poverty Action Group, and so on), and political organizations. The Fee is a nominal one of £2p.a.

For further information, please contact the Secretary, Ian Juniper, c/o 118, Mansfield Road or telephone Nottm. 582369.

118 WORKSHOP is a Resource and Research Centre for Trade Unions and Community Groups in Nottingham, and was formed by the merger of Nottingham Workshop and the 118 Resources Centre in 1979. It exists to provide research, information and printing facilities, and concentrates on issues of poverty, health and safety at work, employment and the local economy and public services.

By asking groups using the 118 WORKSHOP to pay an affiliation fee for the services they receive, groups can show their support for the WORKSHOP and ensure that it stays in business. All affiliates are entitled to use the services of the 118 WORKSHOP and to receive one copy of the Nottingham Bulletin, Workshop publications and reports, and minutes of meetings.

For further information, please contact the Secretary, Nigel Lee at 118, Mansfield Road, or telephone Nottm. 582369.

HEALTH - NOT CUTS

The three dozen trade unionists who attended the Trades Council Cuts meeting on Sept 16th listened to Kate Truscott of Health Fightback explain how ill-health is the experience of more and more working class people so its in the interests of the whole working class to fight for our health service. A commitment was made by members of the various trade unions there to put these ideas into practice by supporting moves to have the General Hospital campaign with motions at trade union branches and with factory gate meetings and collections.

Kate, one of the co-ordinators of Health Fightback, came with personal experience of the Hounslow Hospital Work-in that was brutally raided in 1977 and with day-to-day contact with other health campaigns, including the mass pickets at St Benedicts in London their message was that too many campaigners have been naive believing that the Area Health Authorities have just been 'unthinking' and so could be persuaded by visits to their officers, letters, the support of public figures, press conferences and perhaps the good-will of the Minister. Now the cuts honey moon is over, and its time to fight for the support of the working class in work places and communities all over the area. The Trades Council will take this work up.

Joyce Donn of the General Hospital Action Committee explained how the plans to open the University Hospital had never included the closure of the General; this closure is a cut not a rationalisation and needs to be fought as such. She explained how the Action Committee had developed a tremendous amount of support to retain the Hospital and that the cru-

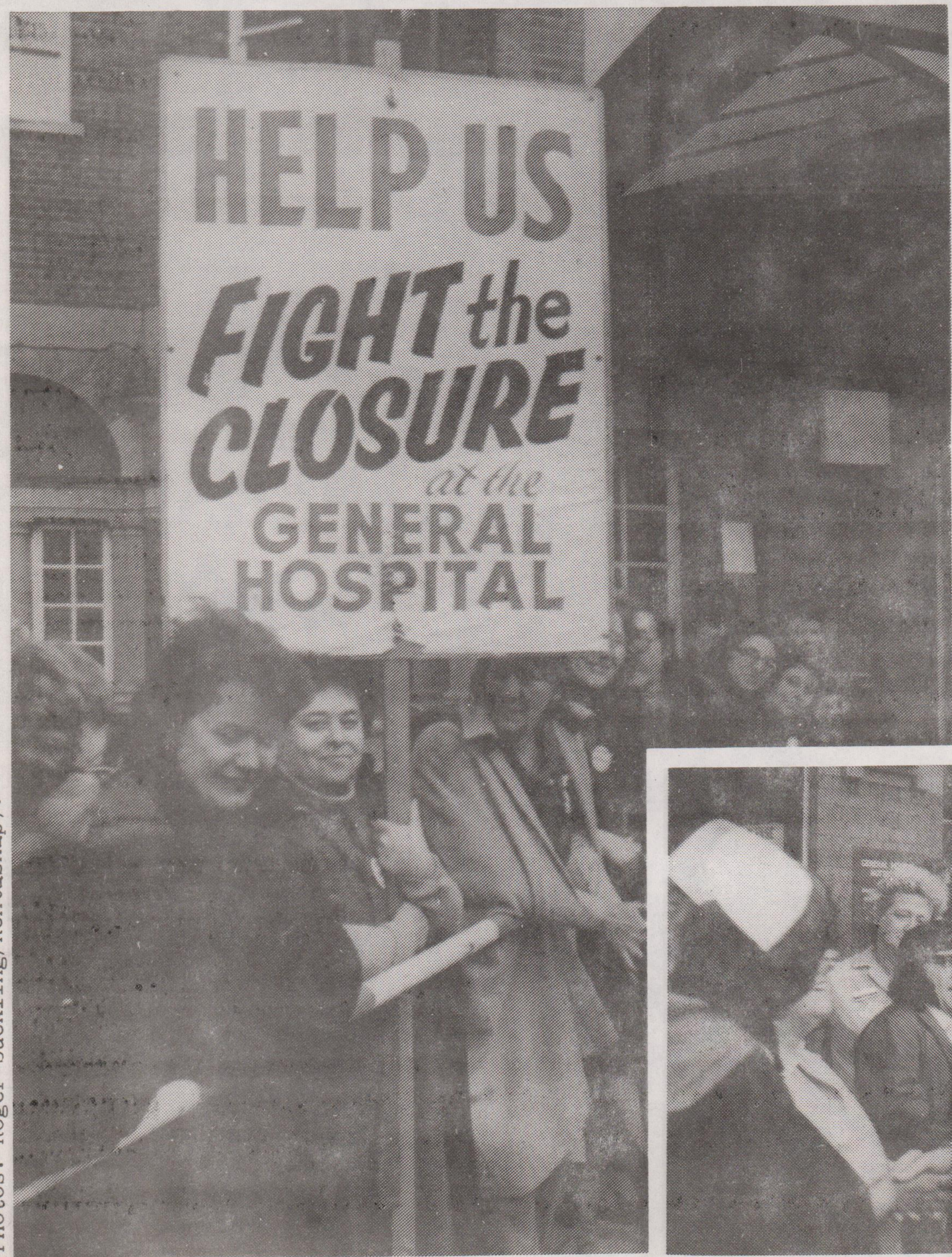
sch would come in the next few months when the Area Health Authority made a firm decision about the closure. Wyn Connor of the Et-wall Hospital (Derby) Work-in, outlined how their fight had been smashed by an AHA raid. One of the lessons had been getting solid enough backing from staff within the Hospital.

Members of Derby Trades Council explained the significance of the Brain Unit to them, but both Nottingham and Derby trade unionists were convinced of the need to fight in unison for the whole health service.

On the agenda of the Cuts Committee for future activity over health service issues will be fund raising, organising trade union and factory gate support for the General Hospital (including discussion at the Trades Union Council) getting affiliations to Health Fightback.

**SAVE
THE
GENERAL
HOSPITAL**





*Action
Committee
tackles
Minister
Vaughan*



HEALTH SERVICE GENERAL VISITS THE GENERAL

Well, he finally made it - Tuesday 14th Oct. saw the visit of the Minister of Health, Dr. Gerard Vaughan, M.P. to Nottingham, only after the Action Committee had tracked him down to a Committee Room in the House of Commons in August, where he informed us that he was very "depressed" by what we had to say to him. We would imagine that it's an occupational hazard of being the Minister of Health these days - and what with the millions of people being "depressed" by this Government, we wonder if the National Health Service is up to coping with it.

Anyway, to mark his visit, the Action Committee organized a demonstration. On 25th August, 1642, according to the tablet on St. James' Terrace, Charles I "raised his standard" on a mound somewhere in the vicinity of where the General Hospital now stands. Well, on 14th October last, the Hospital workers raised their own standard: **HELP US FIGHT THE CLOSURE OF THE GENERAL HOSPITAL.**

What have been the results of the Minister's visit and the subsequent activity of the campaign to **SAVE THE GENERAL**? Dr. Vaughan was chauffeured from the precincts of the Hospital to the strains of "We Shall Not Be Moved" from those he left behind, having given a promise that an announcement on the future of the Hospital would be forthcoming "quite soon", and having also remarked to the Chairman of the Area Health Authority, Eric Poyser during his visit, "it is not sensible to close in 1982 something only opened in 1972" (a reference to the Trent Wing of the General)

The Action Committee decided to lobby the next meeting of the Area Health Authority after Dr. Vaughan's visit (which took place on the 6th November) to press the Authority on its intentions as a result of the visit. Lo and behold, with a fine sense of drama (usually the most exciting thing about Area Health Authority meetings is when the tea trolley is wheeled in), the long-awaited letter from the Minister was produced like a rabbit from the hat.

Its contents are very interesting and indeed have brought a public reaction from the South Nottingham Health District Administrator Mr Chris Spry to the effect that it is "misleading" and he has called upon Dr. Vaughan to make more money available. Needless to say that is what the Action Committee have been fighting for all along.....

Anyway Dr. Vaughan writes: "I was very concerned to find Phase II of the Queen's Medical Centre and 'H' block accommodation at the City Hospital standing idle. It is tragic to see badly-needed capital developments, in which huge sums of money have been invested,

standing unused" (as if we didn't already know that). Then he goes on to say that "a contributory cause of the delay may be a desire on the part of those concerned to see the developments opened only at staffing and other levels which one person described as 'gold-plated'" - or as he later states, to see services provided with all the "trimmings". "This may have been understandable in times when resources were more readily available than at present".

The fact is it is his Government which isn't making the resources available. But to continue.....

(Photo: Roger Suckling/Rentasnap)



THE GENERAL HOSPITAL ACTION COMMITTEE.

He goes on to say: "I am also keen to see the future use of the General Hospital settled as soon as possible. I would be very reluctant to see any substantial move away from the present general service which that hospital provides and I would expect you to let me know immediately if proposals in that direction are to be made."

He ends by saying: I have made my comments "in the confident knowledge that we all share the common aim of providing within the limited resources available the best level of health services for the people of Nottingham, even if we have differing views about the means of achieving this common objective". (sic)

The Action Committee subsequently had a meeting with representatives of the Area Health Authority and was told that the points in the Minister's letter (ie. that the "mothballed" facilities, Phase 2 and the 'H' block should be brought into early use "in whole or in part" even without the "trimmings" AND the continuation of the present general service at the General Hospital) were at the present time "irreconcilable", because of the financial situation.

Moreover, we were told that the AHA won't know until February/March how much money will be allocated to it for the coming financial year; and as the AHA puts it: "Future national resource consumptions are such an uncertain dimension"; (ie. we don't know how much we're going to get or not get from the Government).

The impression we got is that as far as Health Service financing is concerned the situation is one of total anarchy. "We can only work within the limits of financial certainty" - in other words, 1 year ahead. We were told that the Health Service Administrators could formulate intentions but there was no guarantee that these could be put into operation. And as someone said after the meeting, "I intend to win the pools but...."

And to quote the AHA again, "The foregoing considerations make it impracticable to make immediate concrete proposals for the General Hospital, and the difficulties added to those closely involved are greatly regretted."

WHAT A WAY TO RUN (OR, MORE ACCURATELY, RUN DOWN) A HEALTH SERVICE.

The fact is that the Action Committee is not opposed in principle to changes in the pattern of health services provision. BUT they must be changes which are beneficial to both staff and patients. Indeed it is as much concerned about the delivery of health care in Nottingham as it is about the conditions of workers' employment. The proposals we are fighting which have been put forward by the South Nottingham Health District amount to ripping the guts out of the General Hospital and have to be defeated. At the same time, it is quite possible to envisage changes in the use of the General Hospital which would improve the overall quality and level of health services in Nottingham in conjunction with the services provided by the University Hospital and at the same time assuring the future of the General Hospital.

We know from our experiences in the Action Committee over the past months that there is no doubt that the priority of the AHA is

to open Phase 2 and if allowed to do so, sacrificing the General Hospital in the process.

The Minister's visit has solved now - the task remains to save the General and fight for the opening of the University Hospital, and by so doing, to expand health services in Nottingham as originally envisaged.

To do this, the Campaign needs ever increasing support.

PROPOSALS FOR THE GENERAL'S FUTURE.

The Action Committee has formulated a set of proposals for the use of the General Hospital in the best interests of patients and staff in the South Nottingham District and Trent Region. The proposals have been drawn up giving consideration to the health needs of the population of the Greater Nottingham Area.

HOW TO CONTACT THE ACTION COMMITTEE.

Chairman: Bro. Alf Parker, Branch Secretary,
N.U.P.E., General Hospital, Nottm.
Secretary: Sister Noreen Baker, Branch Sec.,
C.O.H.S.E., General Hospital,
Nottingham.

THE HEALTH SERVICE IN THE EAST MIDLANDS.

The manner in which the cuts in the Health Service are being implemented raise a very real possibility that Health Service workers and users could be drawn into squabbling amongst themselves in different geographical areas for the crumbs.

Reference has already been made in this Bulletin to neuro-surgery facilities in the East Midlands (referred to as the "Brain Unit" in the report of the HEALTH - NOT CUTS Meeting. We would point out that neuro-surgery is surgery of the peripheral and central nervous system; also that our reporter does not customarily write for "The Lancet"!).

However, it is no secret that the Derby T.U.C. is opposed to the transfer of these facilities from the Royal Infirmary in Derby to the University Hospital in Nottingham. Again, it is no secret that the General Hospital Action Committee sees this transfer as an important guarantee for the future of the General (since their siting in UHN would mean that it would be impossible to transfer all the present acute services at the General to UHN, as has been proposed.

The Nottingham Campaign Against the Cuts took an initiative to bring the two organizations together, and the result has been a working relationship between the two towns to fight for a Health Service in the interests of the people of the East Midlands as a whole. This on-going work will be reported in more depth in the next issue of this Bulletin.

I.B.J.

IS THIS THE AGE OF NO BUSES ?

If you live in an area served by City Transport you are safe at present; elsewhere in the County buses are vanishing at a fast rate. Bus operators are caught between falling revenue (mainly because of the recession) and a miserly County Council support programme. The net result is a continual pruning exercise. East Midland and Trent have introduced major cut-backs in Worksop, Mansfield and Nottingham hitting not only evening and Sunday services but also peak hour frequencies. Many of the 1 local independents have also made minor revisions. What is even more disturbing is the likelihood of further withdrawals this winter.

LOSS OF PATRONAGE.

The main issue is how far this endless pruning will go before the County Council changes its policy (or lack of it)? There's no doubt that the credibility of the public transport system beyond Nottingham is being seriously undermined. Higher fares, fewer buses and a lack of promotion is hardly a recipe for retaining passengers. What is more, there is no evidence to suggest that people are switching to cars instead. Clearly, public transport users are being inconvenienced and those in households without a car (47.7% in Nottinghamshire) are being hit badly.

It is not that public transport requires very much support anyway as subsidies to bus companies account for a very small proportion of their total turnover. It is regrettable that in Nottinghamshire, of the £10,325,000 available

for all transport purposes, only 5.6% (£575,000) is allocated to maintaining vital bus services. This is far too little and is less than in previous years; that is why we are losing our buses at a faster rate now than ever before.

NEED FOR PROMOTION.

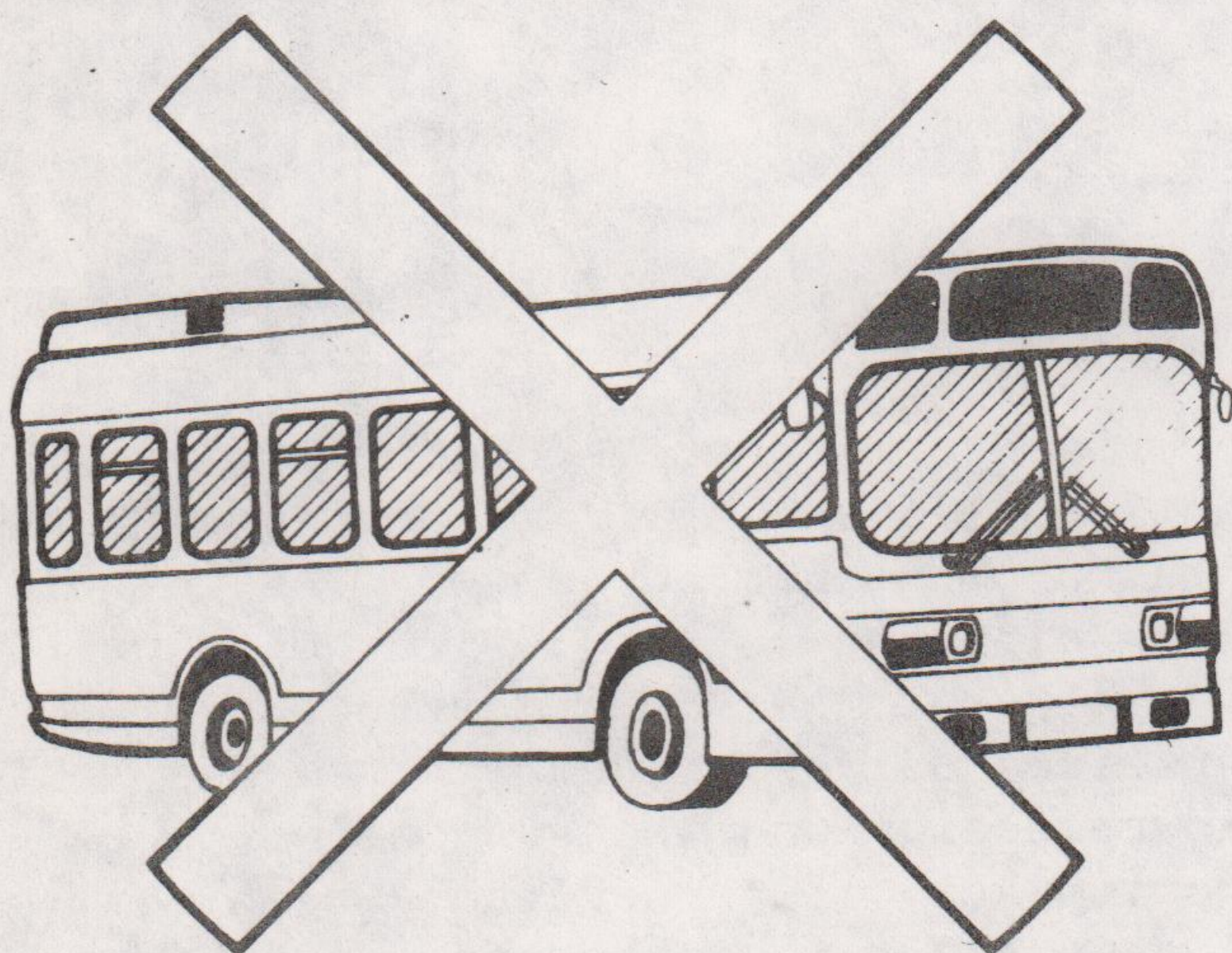
Throughout most of Europe and North America the provision and performance of public transport is judged not only in terms of strict economic viability but also in a wider social context. It is time that we firmly grasped this concept in Britain. There is an urgent need for a promotional policy (reduced fare experiments, enhanced publicity, increased reliability) backed by revenue support.

The alternative is to sit back and watch public transport die. If we do, many parts of the County will be left with skeleton services and an increased number of communities will have absolutely no bus service at all. Those with access to a car will travel and those without will have to stay at home. That is not my idea of a civilised society. Is it yours?

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CUTS ON THE WAY

Nottm Transport Group

Les Lumsdon is chairman of the Nottingham Transport Group which is the County's branch of the national pressure group, Transport 2000. One of its main aims is to promote the development of an acceptable public transport network throughout the County. NTG have recently launched a special campaign to save public transport. Please write to your local County councillor or Councillor S. Pattinson, Chairman of the Environment Committee, County Hall, West Bridgford, Nottingham expressing your point of view. Briefing document and leaflets available from NTG at 17 Humber Road, Beeston, Notts (Tel: 226296).

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CUTS IN N.IRELAND

Day by day the Tory vultures are picking this land and it's people clean but in N. Ireland it appears they have got down to the bones and are continuing to crush them.

Since May last year the Thatcherites have applied their policies with such vigour that the social fabric is being torn to pieces. Secretary of State Humphrey Atkins, (Humpty Dumpty as he is known to all and sundry) told the Northern Ireland Economic Council that, "creating secure employment is not our job", and N. Ireland would suffer the same cuts as elsewhere as apart of "it's contribution to achieving a more expansionist economy."

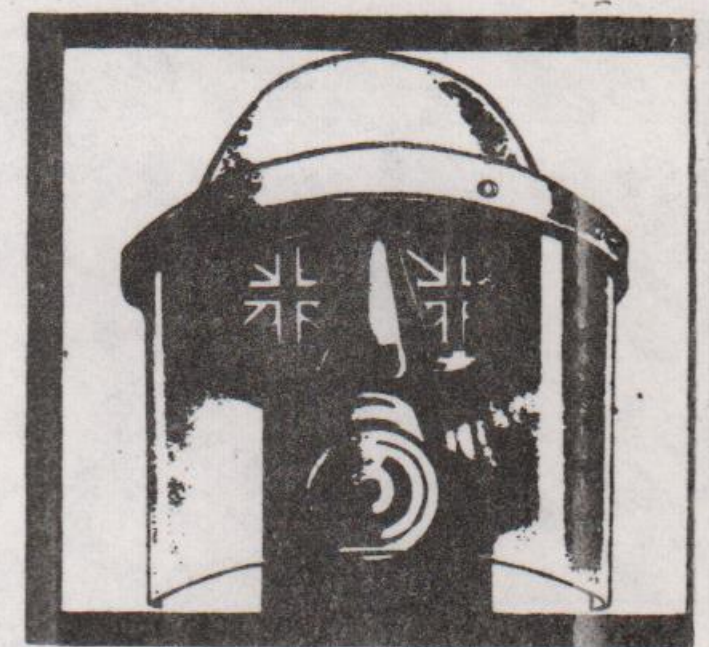


In June this year unemployment stood at 70,000 or 14% of the working population; the highest since 1930. Underlying this figure is a series of draconian measures which will be the recipe for further polarization and violence in an already very uneasy province. In catholic west Belfast unemployment is 50% and other areas of Ulster have rates double the national average (eg. Strabane, Omagh, Newry and Armagh. The number of school-leavers out of work has risen by 260% in the last ten years).

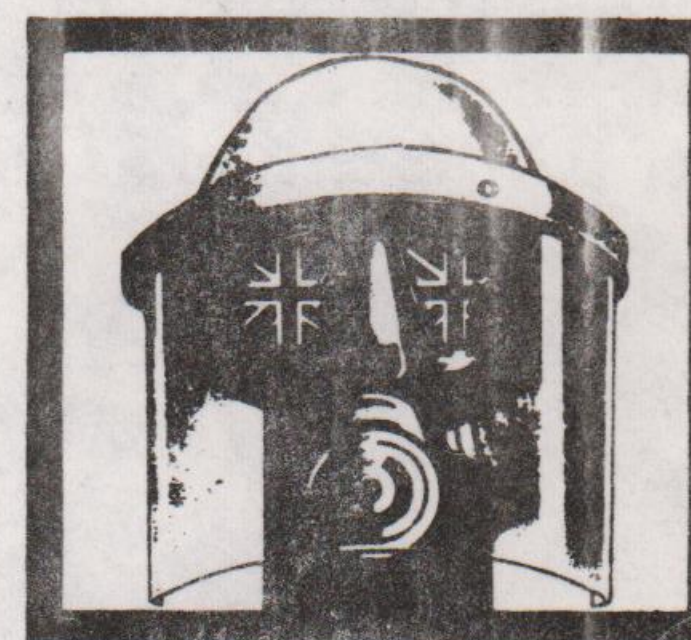
The Selective Employment Premium which was maintained by Roy Mason despite being abolished in the mainland has now been abolished. The Dept. of Manpower reckoned that the S.E.P. kept 37,000 people at work. 5000 of these jobs have gone this year and with 40,000 people kept busy in job support and training schemes, the possibility of longer dole queues is likely.

In the public sector cuts will lead to the loss of 2000 jobs this year. But the main effect will come from the imposition of strict cash limits of 8-9% inflation estimates while in reality inflation rides at 18%. In the private sector N. Ireland's one largest employer is faced with extinction. Atkins has stated unless productivity and profitability increase then he will close the yard. It's order book expires in 1981 and along with the loss of 7000 shipyard workers, another 14,000 jobs dependant on Harland & Wolf will go.

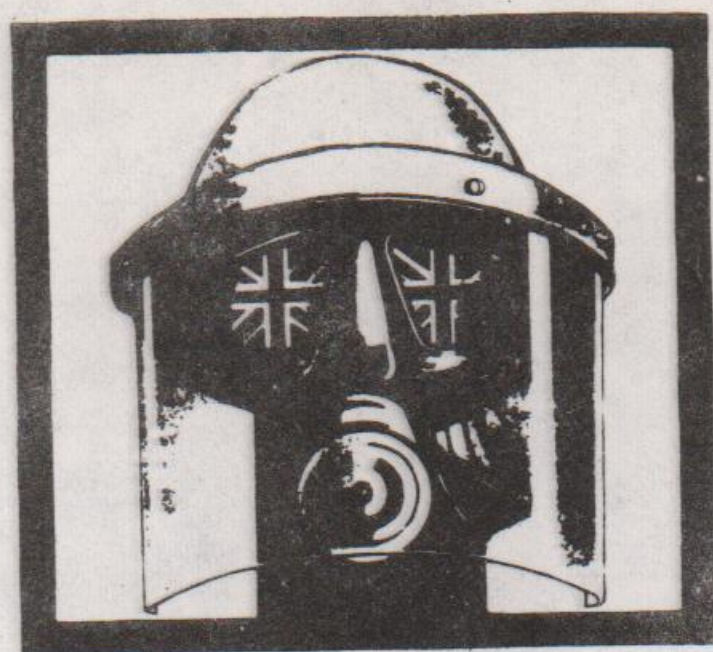
Management consultants Coopers & Tybrand has estimated that some 100,000 (20% of the working population) will be unemployed at the end of 1980.



Northern Ireland is the poorest region in the U.K. with 15% dependant on supplementary benefits as compared with the national average of 9%. Average weekly wages are £72 as compared to £93. For the unemployed and employed alike the cost of living is substantially higher. House prices are the second highest in the U.K.; gas and electricity charges are between 30% and 300% higher and food and clothing cost up to 20% more. An additional burden is the Payments for Debts Act (exclusive to N. Ireland) where deductions are made from social security benefits if claimants are in arrears with rent or electricity payments. Healthwise the Ulster people are the most deprived but even with 17% more per head spent on them, the poorer working families will be unable to cope with higher N.H.S. charges, school meals and transport increases, and increases in Housing Executive rents will affect everyone.



However the consequences of the Tories economic policies appear to have been ignored by Atkins, Thatcher and Howe. The catholic working class unemployed, with no future but the dole queue and the street corner (the emigration boat being denied them due to the world recession and the Prevention of Terrorism Act) will inevitably mean that many will make their way into the ranks of the I.R.A. where they will have ample opportunity to vent their frustrations at identifiable targets, namely the British Army. What a tragedy for us all to see working class youths in one part of the U.K. killing and maiming their compatriots from another part.



On the other side of the sectarian divide, unemployed protestants who have always had job security will turn against catholics and blame them for their position. It is no coincidence that the most sectarian violence was in the hungry days of the thirties.

Most important is the middle class whose benefits and increased affluence recieved from Direct Rule are being undermined. From 1972 to 1978 employment in health, education and public administration fields rose by 33% to 158,000 jobs

The educated sons and daughters of the catholic middle and working classes who earlier marched for basic job rights were being absorbed into the system. Similarly, traditional protestant fears that catholics could only get a job at the expence of a protestant were reduced as there were more jobs to go round. So now the cuts are endangering their positions and creating suspicion and resentment among the people with whom Atkins needs in his consultation proposals. Thus when the political backlash comes, the Tories will only have themselves to blame. Will they ever learn?

S.M.

Our Nottm. Campaign & N. Ireland

The Nottingham Campaign Against the Cuts recently sent a message of sympathy and understanding to the Parents Association of Edinbrooke Infants Primary School in Tennant Street in Belfast. The Association is very concerned at the way the educational cuts are affecting teachers and the provision of Milk and Meals.

We subsequently recieved a letter from the Association stating, "I am pleased to tell you that our protest to the Secretary of State, at the opening of the new leisure centre in Shankill Road, gave us a certain degree of publicity in drawing attention to these iniquitous measures against our children and I am glad to say that this protest was further extended by some of our city councillors walking out of the subsequent function at City Hall.

We are now discussing what extra measures we can take to further highlight our case.

Very many thanks for your help and co-operation!

stop repatriation now!

THE HOME OFFICE IS TRYING TO REPATRIATE NASIRA BEGUM WHY?

Margaret Thatcher and her friends like Enoch Powell are fooling people into believing that the UK is being 'swamped' by less than 2% of the population. Both Labour and Conservative Government have directly or indirectly blamed black people for the lack of jobs and the poor economic performance of the UK. Therefore the Government is carrying out an attack so vicious that the present immigration laws would not be thought out of place in South Africa.

MPs, friends of blacks and legal advisors know the reason why Nasira is being persecuted; she is black and a woman. The Government evidence is a tissue of lies, deceit and make believe. Even the non jury, special tribunal courts, where the accused person is denied legal aid or the right to attend her own trial, have refused to accept the Home Office story.

This is because of the pressure being put on these undemocratic courts; otherwise she would certainly have been repatriated by now.

Like another 8,500* victims last year, she is one of the many people the Government is trying to repatriate. Today it is Nasira; Tomorrow it will certainly be all black people.

THE FACTS OF NASIRA'S CASE:

27/ 3/76	Came to the UK.
1/12/76	Married in muslim law.
3/12/76	Married in english law.
8/12/76	Late application to remain in Britain.
December 76	Husband left Nasira without giving her any explanation.
17/ 9/79	Home Office starts planning to throw her out.

The Government's story is that Nasira's marriage is not valid in English Law. This is rubbish. She has an official Marriage certificate from Huddersfield No. TC 464036. They also say that her marriage was one of convenience, but even the court realised that she had married in a Moslem Ceremony first and, being a devout Moslem, she would certainly not have done this for convenience. It is the case with all marriages of convenience that

they are English Marriage Office registrations only.

In view of the overwhelming evidence against the Home Office, then why are they appealing against the decisions to let Nasira stay? The case is not finished. Nasira is a UK citizen, but she is a black woman on her own. In the eyes of the State, even one black is too many. Black labour is now surplus to their requirements.

We call upon all Trade Unionists to support all black workers threatened with repatriation through the back door. While it is black workers today, it may be you tomorrow. We call upon you to campaign against all black people being treated as illegal immigrants. We demand a stop to all arrests without warrant and to imprisonments without trial. We demand a new fair Court and Appeal system with proper judges, not Home Office officials who will usually be the ones who refused the right to stay in the first place. In other words, where the original prosecutor will now be the judge on Nasira's appeal.

We demand an end to virginity tests on black women and an end to the use of cancer causing X Rays. We demand an end to the colour bar immigration controls and also an end to the brutality of remand centres with the release of all deportees.

We ask that you send a delegate to the Nasira Begum Defence Committee and a donation to help with our work. We also ask that you send letters of protest to the Home Office, voicing your disapproval of all racist practices. This appeal is supported by Jim Marshall, MP for South Leicester Constituency.

MODEL RESOLUTION TO TRADE UNION LABOUR BRANCHES, ETC.

That this Branch notes with concern

- a) The increased harassment of black people living and working in this country (eg Nasira Begum and Anwar Ditta).

- b) The more repressive use of the 1971 Commonwealth Immigration Act to carry out a policy of repatriation through the back door.
- c) The proposals in the new Nationality Bill which will lead to more uncertainty and fear of harassment within the black community.

That this Branch therefore resolves

- 1) To send a letter to the Home Office opposing Nasira Begum's deportation.
- 2) To affiliate to the Nasira Begum Defence Campaign in Leicester.
- 3) To encourage members to attend the DAY SCHOOL advertised below.

DAY SCHOOL ON REPATRIATION AND IMMIGRATION.
SATURDAY 22nd NOVEMBER AT THE HIGHFIELDS
COMMUNITY CENTRE.

Food and refreshments together with a creche will be provided.

Starts at 11a.m. and finishes at 5p.m.

Speakers to include the Anti Sus Campaign
Asian Youth Movement
Jim Marshall MP
A black sister
Sighbat Khadri.

All subject to availability.

FORM TO COMPLETE AND RETURN TO THE NBDC

..... people wish to attend from this Branch.
Please send copies of Fact Sheet No.2.
..... children will be using the creche (please state ages).

We wish to donate £ to the Committee.
We require further information and would like a speaker

Our delegate to the Committee will be (Name)
.....
Address
.....

PLEASE CONTACT US c/o 74 HIGHCROSS STREET, LEICESTER, IF YOU NEED ANY FURTHER INFORMATION OR IF YOU REQUIRE HELP WITH YOUR CASE.

PLEASE MAKE CHEQUES PAYABLE TO THE LEICESTER IMMIGRATION COMMITTEE.

let nasira stay !

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NOTTINGHAM CAMPAIGN AGAINST THE CUTS.

NEXT OPEN MEETING:-

Tuesday 9th December, 1980 at 7:30p.m.

Transport & General Workers Union Office

HOW CAN WE HELP THE FIREFIGHTERS?

All Welcome!

racism and nottingham jobs



COMMISSION
FOR RACIAL
EQUALITY

This report shows that there is an upward trend in racial discrimination in employment. It shows that a wide range of firms in most major sectors of industry and commerce in Nottingham were found to be discriminating against young black applicants for white collar jobs.

The report/research was jointly funded by Nottingham and District Community Relations Council (NDCRC) and the CRE. The method of study used was to send letters of application for advertised vacancies in the Nottingham Evening Post during 1977-79 from one white and two black job applicants, all three equally matched in terms of relevant job qualifications. In nearly half of over 100 firms tested, employers rejected black job applicants in favour of white candidates whose qualifications and previous job experience were no better than those possessed by the black applicants. In over one third of cases, employers practised systematic racial discrimination by rejecting two equally qualified black applicants whilst at the same time inviting the white candidate for interview. Black women, including school-leavers, were found to face less discrimination from Nottingham employers than black men.

The research shows that there has been an apparent increase of over one third in the rate of discrimination in white collar jobs since the same type of tests were conducted nationally by Political and Economical Planning in 1973-74. Since then, general unemployment at the national level and in Nottingham has risen by two and a half times; for ethnic minorities by nearly five times; and is projected to continue rising for some time to come. In these disturbing circumstances the CRE and NDCRC believe that, unless employers get rid of such discriminatory practices, this can only lead to a sense of injustice and resentment that could be very difficult to overcome.

The report shows that personal prejudices and racial stereotypes held by employers

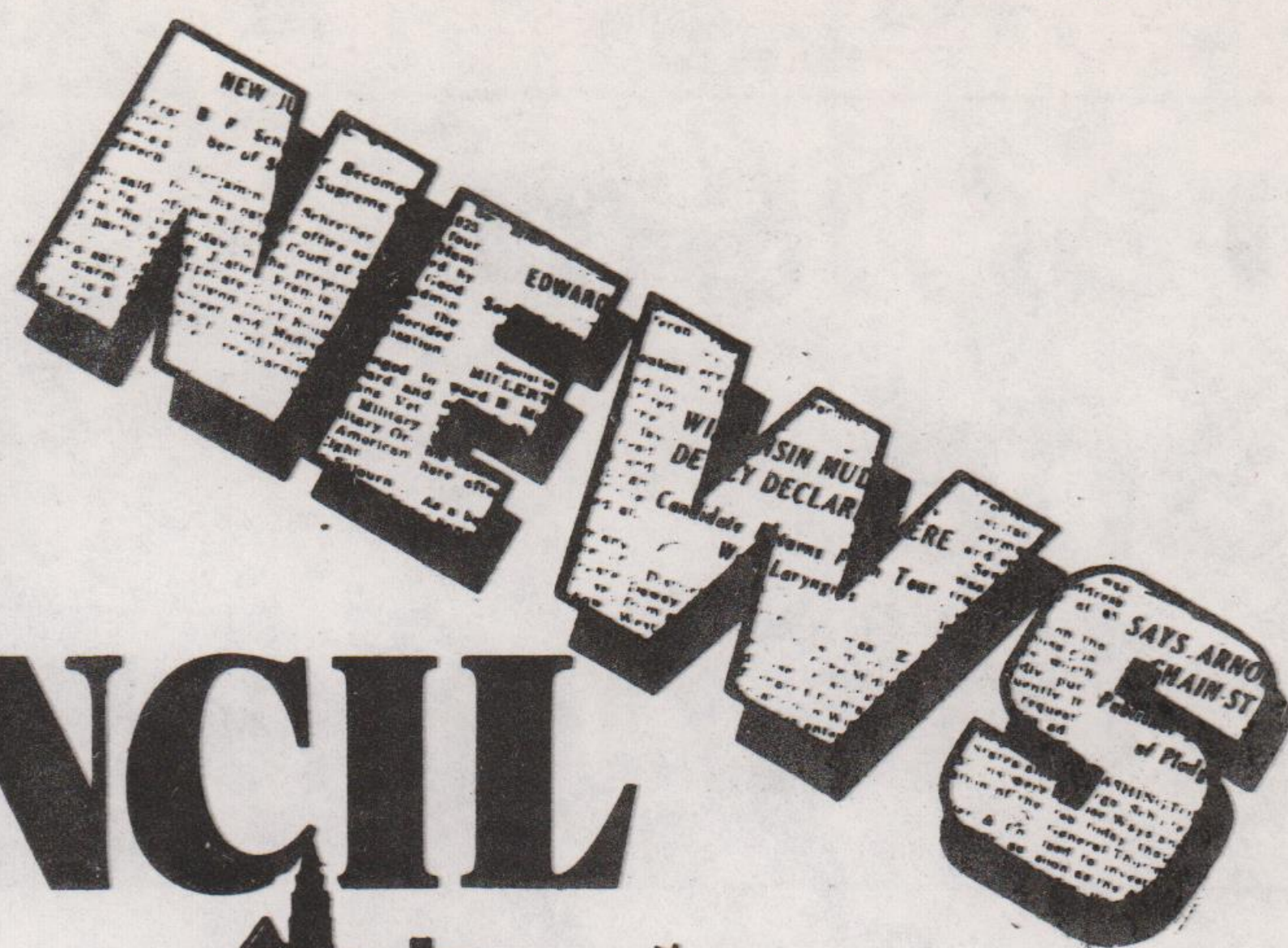
are likely to be the main reasons for systematic rejection of equally qualified black candidates. In particular, black applicants may face rejection in higher status jobs because employers fear adverse reaction from existing staff or customers to black people in equal status or supervisory positions. In the wide experience of the CRE and its predecessor bodies, this type of belief usually proves to be groundless.

The Nottingham report concludes with recommendations for urgent action to be taken by employers, local education authorities and trade unions, aimed at reversing this upward trend in racial discrimination. These include the recommendation that formal equal opportunity policies be adopted in all firms and that such policies be monitored to ensure that racial discrimination is being eliminated in all areas of recruitment and personnel practice.

The research shows that, although most employers in Nottingham say in public that they are equal opportunity employer, in private only a minority practice equal treatment of applicants regardless of their race, colour, ethnic or national origins.



TRADES COUNCIL



The Tories have thrown down the gauntlet.

The T.U. movement has no choice but to take it up, for our survival, and a change of government based on policies to benefit the working class.

The Govt's policies are succeeding in one respect, that of creating and attempting to separate the employed from the unemployed,

the haves from the have-nots. There is a deliberate, massive propaganda machine at work busy separating employed from unemployed, trade unionists from the unorganised.

The following T.U.C. advice is to be seen by negotiators as a means to neutralise some of the clauses of the Employment Act. This in no way is to be seen as replacing the political fight to get the removal of the whole Act from the statute book.

BARGAIN TO BEAT THE ACT

Union Membership

The Act (and an accompanying draft code of practice) is intended to undermine trade union organisation by establishing new categories of workers whose dismissal as a result of them not belonging to a union will be unfair. Also, trade union representatives may be 'joined' (brought into the case) by employers in resulting unfair dismissal proceedings and ordered to pay compensation.

In response to this threat to trade union organisation, unions should:

- step up their recruiting activities and persuade as many individuals as possible to voluntarily join the union
- tell managements that existing union membership arrangements must be observed
- make it clear to managements that it will remain their responsibility to enforce union membership agreements.

Industrial action taken by workers in one company to encourage the recruitment of employees of another company into union membership will risk legal action under the new legislation. A section in the Act seeks to limit the effectiveness of 'union labour only' clauses inserted into contracts. An employee dismissed as a result of such a clause may be able to claim compensation for unfair dismissal against the sub-contractor, the client company and the union which insisted on the enforcement of the clause by taking or threatening industrial action.

The use of 'union labour only' contracts is widespread, at least in the public sector. Unions making use of such clauses should:

- obtain assurances that they will not be cited by management as parties to unfair dismissal proceedings arising out of this provision.

In other areas, unions could:

- compile a 'fair list' and seek arrangements whereby no work goes to sub-contractors unless they at least recognise and negotiate with a trade union.

Dismissal

Because of the Act's changes to unfair dismissal legislation workers will find it more difficult to win cases of unfair dismissal before an industrial tribunal. Also, workers in small firms with twenty employees or less will have to work for two years before qualifying for the right to claim unfair dismissal.

Therefore unions should:

- tighten up jointly agreed disciplinary procedures
- resist any management attempts to extend 'trial' or 'probationary' periods in line with the recent increase of the unfair dismissal qualifying period to 12 months and, under the Act, to two years for employees in small firms.

Disciplinary procedures can provide a more effective means of redress than the law because a union's most common objective is maintaining workers in employment or obtaining reinstatement.

TRADE UNION STANDARDS FOR DISCIPLINARY PROCEDURES

Discipline and Dismissals

Workers have the right to be protected against arbitrary actions by managements. Employers and unions should therefore develop jointly-agreed procedures to deal with disciplinary matters, and in particular, with dismissal. Disciplinary and dismissals procedures should:

- be in writing
- provide for a worker whose performance or conduct is regarded as unsatisfactory to be given warning and an opportunity to improve
- ensure that a worker's immediate supervisor has not the authority to dismiss him and that the more senior manager with this responsibility is in a position to obtain all the facts before a decision is made
- provide that, before any decision to discipline or dismiss a worker is made, he shall have the opportunity to state his case with the assistance of a trade union representative
- provide the dismissed worker with the right of appeal wherever possible to a level of management not involved in the immediate circumstances of the case, and with the assistance of a trade union representative
- where desired by both parties, allow the final decision to be taken by a joint panel
- provide that no disciplinary action should be taken by management against a trade union workplace representative until the circumstances of the case have been discussed with a full-time official of the union concerned
- provide for cases to be taken through procedures external to the workplace if this is desired by both parties.

Maternity Rights

Under the Act, women workers will be required to go through a complicated procedure to claim their statutory right to reinstatement after maternity leave. Employers will be allowed to offer women returning from maternity leave 'suitable alternative employment' rather than their old job, and employers with five or fewer employees will be exempt from any duty to re-employ returning women.

Statutory maternity rights can be built upon through collective bargaining, and unions should:

- resist any management attempts to make unfavourable changes to existing maternity arrangements as a result of the Act
- compensate, through their agreements, for the undermining of the existing legal right to reinstatement
- negotiate improved maternity arrangements which include longer paid maternity leave, longer total leave during which the right to return operates, the option of part-time hours for a period on return to work, paternity leave, and leave for parents to look after sick children.

MODEL MATERNITY AND PATERNITY AGREEMENT

Paid Maternity Leave

- 1 All female employees, whether full-time or part-time, will be entitled to paid maternity leave subject to the following conditions:
 - (a) the employee must have had *six months** continuous service by the 11th week before the expected date of confinement
 - (b) she informs management of her intention as soon as is practicable and at least three weeks prior to the commencement of leave. (This period will be shortened without prejudice to the entitlement should the employee's medical situation require an immediate cessation of work, on presentation of a certificate from her doctor.)
- 2 The entitlement to maternity pay shall be up to *18 weeks** commencing on the date the employee leaves work. Payment will be based on the normal weekly earnings of the employee minus national insurance maternity benefit.

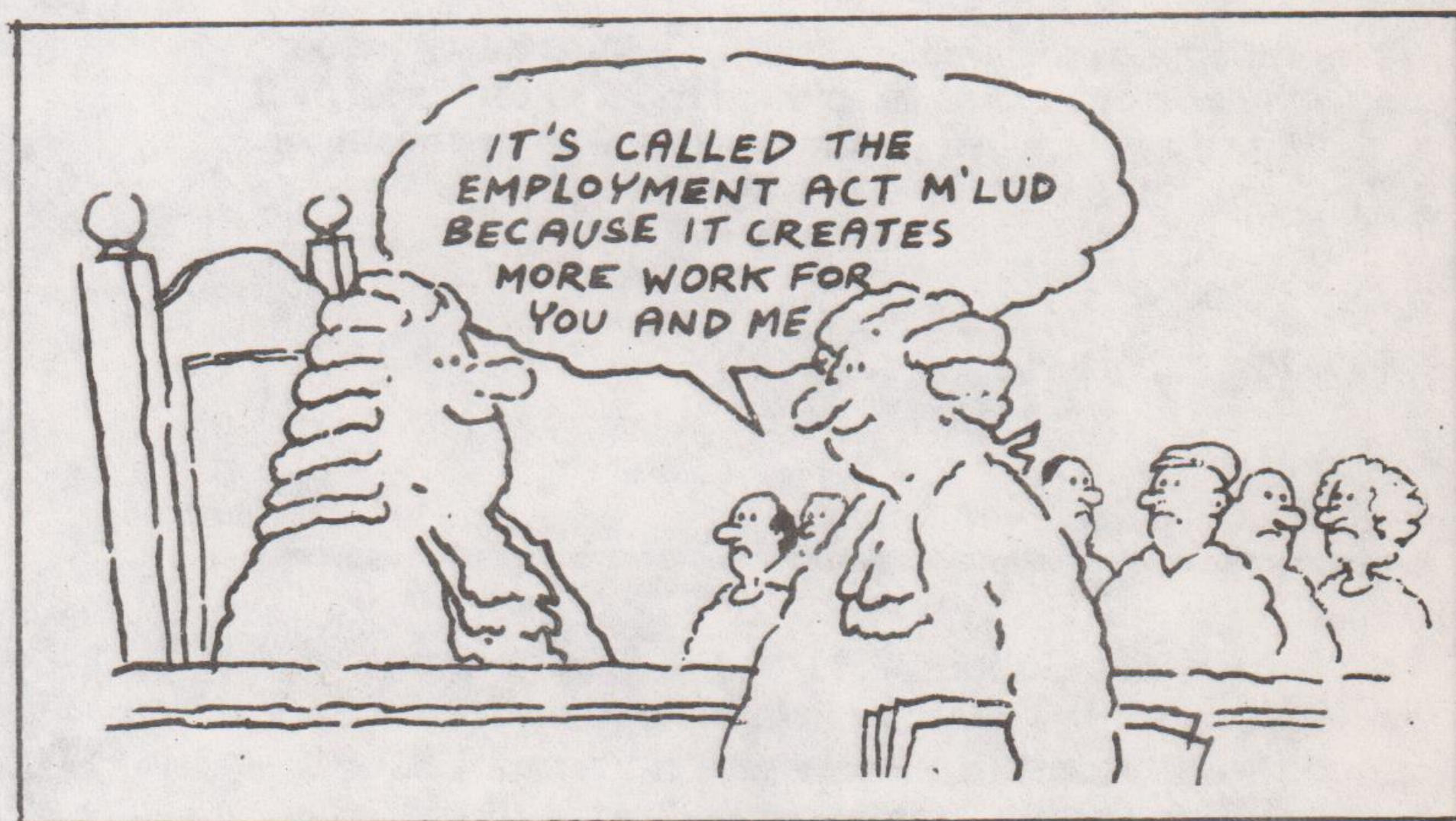
Additional Leave

- 3 Additional unpaid leave may be taken by the employee up to a period of twelve months after the date of birth, subject to the agreement of management which shall not be unreasonably withheld.

Right to Return

- 4 An employee with *12 months** service at the 11th week before the expected date of confinement shall have the right to return to her original job, or a job covered under her original contract of employment, at any time during the period of maternity leave (including any period of unpaid leave), provided she indicates in writing her intention to return before she leaves, and gives management reasonable written notice (not less than 7 days) of the date of her return.

**The qualification periods and length of paid leave specified here are based on TUC guidelines for improved maternity law. As such they are intended to be minimum standards only. Some agreements already have better provisions that you might want to aim for.*



Safeguards for Pregnant Employees

- 5 No employee will be dismissed on grounds of pregnancy or for any other reasons connected with pregnancy, such as pregnancy related illness. Where health and safety considerations make it impossible or undesirable for a pregnant woman to do a particular job, she will be offered suitable alternative employment on terms and conditions no less favourable.

Ante-Natal Checks

- 6 All pregnant employees shall have a right to time off (with no loss of pay) for ante-natal checks, subject wherever practicable to reasonable notification to management.

Return to Work

- 7 During the period of maternity leave, as defined in paragraphs 1 to 4 above, the employee's contract will continue unbroken and she will resume work on this original contract. The period of maternity leave will therefore count as unbroken service not only for the purposes of statutory rights as provided in the Employment Protection Act, but also for purposes of length of service in relation to holidays and increments, and in relation to pension rights provided that the individual member continues to pay her contributions.

Where a woman who has returned from maternity leave is notified that her national insurance contributions fall short of the required level to qualify for benefits and she decides to make up this shortfall, management undertakes to reimburse the sum of money involved.

- 8 Employees returning from maternity leave will have the option wherever practicable of working part-time for an agreed transitional period. Employees previously working unsocial hours may opt to alter their hours of employment.
- 9 All employees returning to work from maternity leave shall have a right to reasonable time off with pay to facilitate breast-feeding when the proximity of nursery facilities allows for this.

Temporary Workers

- 10 Where an employee is taken on to cover absence of an employee due to maternity leave, management will seek to find suitable permanent alternative employment for the temporary employee on the return of the original employee from leave. Where this is not possible, the employee will receive at least four weeks' notice or payment in lieu.

Paternity Leave

- 11 All male employees are entitled to ten working days paid paternity leave around the time of the birth of a child.
- 12 Management will give sympathetic consideration to any male employee who expresses a wish to take extended unpaid leave to undertake child-care responsibilities at home. In the event of such unpaid leave being taken, the employee will have a right to return to his original job and his contract will be unbroken.

Child-care Leave

- 13 All employees, male or female, with children below the age of 16 shall be entitled to up to ten days' paid leave a year when problems arise with the health or care of the children.

Fair Wages

The Act repeals Schedule 11 of the Employment Protection Act 1975. This removes the right of unions to go to arbitration where an employer is undercutting the nationally agreed rates of pay in a particular trade or industry or, in the absence of such rates, the general level in the district for that trade or industry.

Unions will now have to consider how best to promote the wider application of reasonable terms and conditions of employment in the absence of Schedule 11. Unions can:

- draw up an up-to-date list of Government and other public authority contractors amongst the employers they deal with; such employers are subject to the terms of the Fair Wages Resolution* or equivalent provisions which require them to pay at least the terms applied by the Government or public authority concerned

- gather information on employers who pay wages below the recognised rate
- negotiate 'fair wages' clauses with large private employers for inclusion in their commercial contracts. This could then be used to impose reasonable terms or conditions on their suppliers and sub-contractors.

FAIR WAGES CLAUSE

(For inclusion as a standard clause in commercial contracts.)

'The Contractor and sub-contractors shall pay their employees terms and conditions not less favourable than the relevant recognised terms and conditions for the trade or industry in the district, established by collective bargaining between employers' associations and unions or where there are no such recognised terms, not less favourable than the general level of terms and conditions in the contractor's trade.'



Industrial Action

The Act will introduce restrictions on lawful picketing and industrial action. Basically, picketing will only be lawful when carried out by employees at their own place of work, and so-called 'secondary' industrial action — that involving employers not strictly party to the dispute — will be unlawful unless it complies with certain tightly drawn conditions. These new provisions — which are a major threat to unions — can be enforced through court action against the trade unionists concerned.

While there is no way that unions can seal off all types of industrial action from possible legal action, unions should:

- stress to employers the potential of these provisions for inflaming industrial disputes and damaging industrial relations both generally and within their own companies
- seek understandings from employers that they will not use the Act's provisions to initiate damaging legal actions against workers involved in industrial disputes.

Lay-off Pay

The Act changes the existing statutory provisions on guarantee pay. No more than five days' guarantee pay will be payable in any period of three months instead of the present fixed three months period. This will make the already inadequate guarantee pay provisions even more unsatisfactory.

Unions should:

- negotiate guaranteed earnings agreements which improve on the statutory provisions. In particular, the limit on the number of days' lay-off pay should be increased through collective agreements; part-time workers can be included in the arrangements, and the situation where employees are laid off for less than a whole day (not provided for by the law) can be covered by providing for pro-rata payment for part-time lay-offs. Unions can also push for improved standards in relation to the suspension of guaranteed earnings because of industrial action.

DEMONSTRATE IN LIVERPOOL AGAINST UNEMPLOYMENT

SAT NOV 29th

T&G/Brian/46784

to

book seats on transport

ATTACK UNEMPLOYMENT NOT THE UNEMPLOYED

This summer people have been forced onto Britain's ever-lengthening dole queue at the horrifying rate of more than 4,000 per day. Some had already seen the factories closing all around them in the forgotten regions where as many as one in ten workers can find no jobs.

For others in the traditionally better-off areas it came as a shock to find that they were 'no longer required'.

One thing they share in common is that their energy and skills are being wasted. There is no shortage of jobs to be done. There is no shortage of people to do the jobs. What is happening is that the Government is deliberately pursuing policies which increase unemployment. That is why unemployment is rising so much faster in Britain than in other countries. Yet the Government is not prepared to admit that unemployment is its fault. It is trying to shift the blame onto the victims of its policies. It says our problems can be solved if we accept smaller wage rises. But that means people have less to spend. If people spend less firms sell less and unemployment inevitably follows.

The Government is cutting unemployment benefit by more than 5% and abolishing Earnings Related Supplement. It is cutting back on manpower services and training schemes at a time when they need to be expanded. Two million people out of work costs the country £7,000,000,000 in lost production, lost tax revenue and unemployment benefit in a single year alone. It must accept that the trade union movement has an important and constructive part to play in solving the nation's problems. What Britain needs today is policies to bring a return to full employment.

OUR POLICIES

This is what the TUC is calling for:

- An overall expansion of the economy
- An expansion of special employment and training measures - the TUC has drawn up detailed proposals which would be of direct benefit to 340,000 people now either out of work or facing imminent redundancy at a cost of only £450 million.
- Regeneration of industry - by use of funds from North Sea oil and the financial institutions, through a new National Investment Bank.
- A positive role for the public sector.
- Managed trade - including temporary and selective import controls.
- A policy to help the worst affected regions of the country.

These are the positive policies Britain needs to put us on the road to recovery.

They are the policies for which we must campaign throughout the country this year, next year - until they are implemented

T.U.C.

THE HARSH REALITY OF UNEMPLOYMENT

(Reproduced from CPAG Branch News Sept/Oct 80)

It is interesting now that the official figure for unemployment has soared beyond the 'magic' 2-million mark to look back upon the dismal catalogue of redundancies, closures, bankruptcies, re-deployments and 'shake-outs' of the last six months (whichever term you use, the end result is appallingly similar - you've lost your job).

Members will recall that in our April newsletter we deplored that month's mile-stone of 1,522,921 unemployed. In the six months since then we have seen high interest rates, value-added tax, the strength of the pound (very useful if you are in a job and can afford a holiday abroad), cheap imports and the sheer destructiveness and pig-headed insensitivity of monetary policy result in an onslaught on British Industry which claims the wage-earner as its first victim.

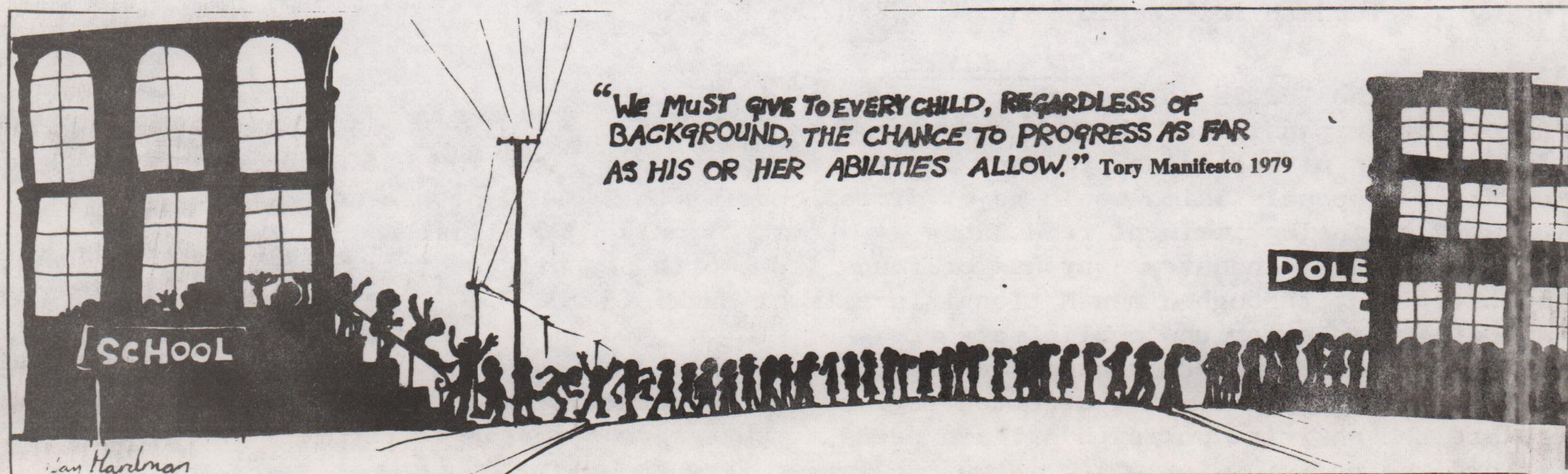
The widely used term 'magic' for the successive milestones in the rise of unemployment is now looking a bit sick. We are told that when the figures first shot past the magical one million mark, that this level was intolerable and something would have to be done about it. The empty clichés were duly repeated when the figures soared past the 'magical' (by now quite unacceptable) 1½ and 2 million marks. Presumably they will be trotted out again when, as seems shamefully probable if there is no change of policy, we reach the 2½ and 3 million level.

Today the official unemployment figure stands at 2,039,003 - an increase of half a million since April. Moreover, this figure is rather misleading.... it represents only those who are registered. The real figure is much nearer 2,500,000

(according to the Transport & General Workers estimate) or possibly as high as 2,700,000 (CPAG's estimate). It is also quite misleading to consider the extent and effects of unemployment in terms of the two million individual workers. The overwhelming majority of these are principle wage-earners - breadwinners, who have families to support, children to clothe, school uniforms to buy.... and this in a period of educational cutbacks, ridiculously high VAT and rampant inflation. It is difficult enough for those in work to cope - the problems for the unemployed are well-nigh insurmountable.

In reality, unemployment affects 10 and 12 million people in this country, the majority of whom are children. It brings with it deprivation, humiliation, indignity, a feeling of alienation from the rest of society and for a horrifyingly large and growing number of families, abject poverty.

In the period September 79 to February 80, the East Midlands experienced the highest regional increase in unemployment over the previous quarter. The pattern of redundancy and closure has since become entrenched in this region. No longer are the worst effects of the depression confined to the traditional unemployment blackspots of the North East, Merseyside, Belfast and South Wales. Traditionally prosperous areas like the East and West Midlands are also badly feeling the pinch...a fact that must at last destroy that 'it will never happen to us' complacency. A large number of jobs have already disappeared in Nottingham's textile and textile-related industry, in its tyre depots, in light engineering, in recent weeks and only this month, major redundancies in the area have been announced by Thorn Consumer Electronics at Colwick; by British Steel at Stanton and by Courtaulds. In addition,



many other firms are cutting back by not recruiting if not by actual redundancies. A quick glance through the newspapers almost every day provides fresh examples.

Job centre services face sharp cuts in staff

BY JOHN LLOYD, LABOUR CORRESPONDENT

F. Times

17.11.80

THE Manpower Services Commission is considering a sharp cutback in its services to the unemployed as a means of reducing staffing levels as demanded by the Government.

The preliminary draft Corporate Plan, 1981-1985, includes a plan to defer for four weeks the statutory requirement for the unemployed to register at a job centre.

The Commission estimates that the deferment would cut between 300 and 740 staff at its 645 job centres, depending on how many of the unemployed chose to register without being required to do so.

A possible refinement under consideration would be to "discourage registration." Union officials, who have become aware of these options assume that this would mean job centre staff telling the unemployed not to bother to register.

A third, more radical option—to drop the statutory requirement to register altogether, at an estimated saving of 1,600

staff—is described in the draft, but opposed.

However, it is recognised that if the MSC is to cut its 25,000-plus staff by 8 per cent as demanded in June by Mr. James Prior, Employment Secretary, it may be forced to adopt harsher choices.

The draft also considers cutting back, or even cutting out, the employment rehabilitation centres which provide work for the handicapped. It estimates that cutting two centres would save 60 staff, while dropping the commitment entirely, would save 300 staff.

Trade union commissioners on the MSC—who include Mr. Ken Baker of the General and Municipal Workers' Union, Mr. Ken Graham, the TUC's assistant general secretary and Mr. Bill Keys, general secretary of the Society of Graphical and Allied Trades—are opposed to the deferment scheme. They will urge Mr. Prior not to implement it.

To add to this tale of woe, the government has just cut back the Manpower Services Commission's budget by 13% with another 8% scheduled, this as against a cut of 5% in civil service expenditure as a whole. This will mean that in 1982 only 60,500 people will complete training courses as against 79,000 in 1979/80. It seems that even the agencies set up to contain and 'shape' unemployment are now under attack.

8 more

people

go on

the dole

every

3 minutes

Go on the dole.



Millions already exist on the poverty line. Only a new economic policy designed to meet the needs of industries and their workers – not the impractical theories of the blinkered economic dreamers – can prevent millions more joining them this winter.

CPAG'S Future Work on Unemployment.

With the value of unemployment benefit being cut this month, CPAG is obviously increasingly alarmed by the prospects for the two million or more people who will be unemployed this year or next. Of particular concern are the poorest of the unemployed – families with children.

CPAG hope to produce a pamphlet by the end of this year or the beginning of next which will look at the effects of unemployment on families.

We shall also be looking at the hardship those on benefit face in making ends meet and the other problems they face. Any information or examples which people can provide would be welcomed – if you have any get in touch with CPAG at C.V.S., 31A MANSFIELD ROAD, tel: 46714.

WAR ON WANT'S OUTLOOK on employment

War on Want campaigns against world poverty – and that includes poverty and unemployment in this country too. They see the solution to unemployment in this country as an end to public spending cuts – plus new ideas and approaches to economic planning and production. This includes:

- new forms of worker participation in economic planning
- production geared to social needs
- shorter working week
- use of technology to improve workers conditions – not to make them redundant

War on Want is taking action to expose the causes of poverty and unemployment – for example by supporting 118 Workshop, other similar centres and the Network of Labour Movement Resource Centres. It publicises ideas for an alternative economic path emphasising trade potential with the third world and production geared to meeting social needs. (Ideas such as those in Lucas Aerospace Workers Alternative Corporate Plan.) They support development initiatives taken by groups

of workers organising their own production through co-operatives.

War on Want is trying to build a closer relationship with trade unions. Without wishing to involve itself directly in the internal affairs of the trade union it wishes to encourage interest in, and understanding of, how the problem of poverty and unemployment in Britain and the

Third World are linked. Nine national unions have now affiliated - GMWU, SOGAT, NUS, NUSMW, NATSOPA, CSU, CATU, ISTC, NUPE, and NUM.

Has your union branch affiliated? - For more information contact 118 Workshop, 118 Mansfield Rd, Nottingham, or War on Want, Room L, 467 Caledonian Rd, London N7 9BF.

WOMEN IN TRADE UNIONS

This conference provided a spring board for action on all issues related to women and employment.

The importance of women being involved in the activities of trade unions at all levels was demonstrated as being crucial to ensuring that equality of opportunity for women workers is paid more than lip service.

The trade union movement fought hard for the Sex Discrimination Act, the Equal Pay Act and the Employment Protection Act and it is very easy to become complacent in regard to those achievements towards women's equality. It is now time for trade unionists to take stock of the position of women in terms of their own organisation. Almost one third of the total trade union membership are women. It's no shock to learn that there is very little representation by women in any policy making forums in the trade union structure, even in unions such as NUPE with a membership of approximately 70% women.

WOMEN IN TRADE UNIONS



The T.U.C. responded positively to the demands to increase the involvement of women in trade unions by adopting the Charter "Equality for Women in Trade Unions".

The conference which took place at the Queens Walk Community Centre, the Meadows, on 18th October was organised by the Nottingham Trade Union Council in response to the T.U.C. recommendation to hold local conferences on the role of women in trade unions.

This is only the first step, the next one is to ensure that local branches are aware of the Charter "Equality for Women in Trade Unions" and that positive steps are taken to hold local meetings to discuss ways in which the integration of women can be achieved in accord with the aims of the Charter.

The Charter is a basis of affirmative action within trade unions. Putting their own house in order in relation to women's equality should give the unions more credibility with women who are now facing the brunt of attacks on their right to work.

WOMEN'S JOBS MUST NOT BE SACRIFICED ON THE ALTER OF UNEMPLOYMENT.

Renee Blackburn from the Amalgamated Textile Workers Union and a member of the T.U.C. Women's Advisory Committee introduced the morning session of the conference with a comprehensive report on Women, employment and their involvement in trade unions. She exploded the myth that women work for 'pin money', highlighted the exploitation of part-time working, the traditionally low paid jobs almost exclusive to women, outlined the difficulties women face in coping with two jobs if they go out to work the burden of responsibility still rests with them.

Renee outlined the weakness in the legislative improvements in the last decade, showing that the gap between men's and women's earnings had increased rather than decreased. Recent government cuts were an attack on women's right to work and there is increasingly strong emphasis put on the women's duty towards her family in the role

of mother and housewife rather than mother and bread-winner, despite statistics demonstrating the increase of the one-parent family.

Renee said that if we are to achieve our goal in terms of equality, we must mount a vigorous campaign within the trade union movement, and just as important, encourage women to take full advantage of existing and new opportunities open to them.

Jean Stansfield, Branch Organiser NALGO, opened the afternoon session by saying that we had in fact got something to build upon if we looked at the T.U.C. Charter of aims for women at work relating to education, starting work, marital status, pay, promotion occupational pensions, sick pay, health and safety, family planning, and abortion, maternity, returning to work, part-time work care of children, and equal membership of the community.

Positive discrimination or affirmative action in certain areas is the only ways to institute a major change in practice and attitude.

The question we then needed to address was how do we take some of these issues forward. This was answered by the resolution, carried

unanimously, for the Trades Council to set up a Women's Committee. There was no time to discuss specific terms of reference for this committee other than to promote the T.U.C. Charter for women at work and the new charter for equality within Trade Unions.

This may sound like a daunting brief but it must be tackled in a collective way with women getting support from each other and exchanging learning and experience. It will give women an opportunity to link in with local and national campaigns on all issues relating to women's position in employment. This is vital now as women's unemployment is increasing at more than twice the rate of men's. One of the first campaigns to promote is "Work is a Women's Right". The demonstration against unemployment in Liverpool on 29th November should give us an opportunity to express these demands as well as doing a lot of hard work locally.

A group of women are meeting to discuss how to take forward the formation of a Trade Union Council Womens Committee. We would welcome support from other women in trade unions. Anyone interested please contact:

Gwyn Jackson: Day Mans. 649735
pm Nottm. 865904

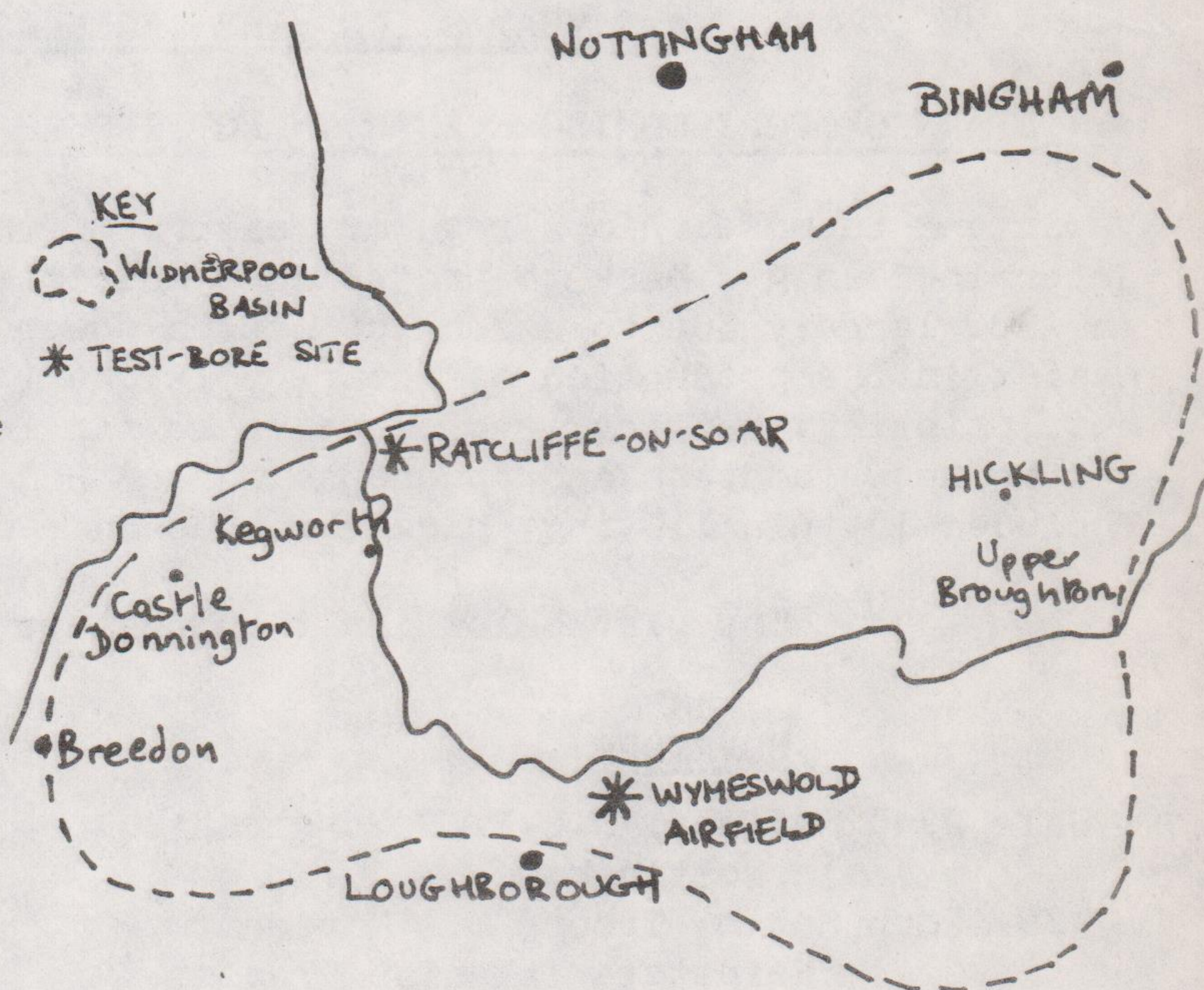
NOTTS NUCLEAR DUSTBIN ?

Every nuclear power plant produces highly toxic radioactive wastes. No satisfactory way has been found of isolating the waste for the thousands of years some of the radioactive elements remain deadly. Methods previously thought 'safe' (eg. dumping at sea) have not worked. So with the Government's intention to expand the nuclear power programme, building at least 12 new power stations, waste disposal has become an urgent problem. In 1979, the Government announced plans to do test-drills in fifteen areas in the British Isles, one of them the Widmerpool basin, covering large areas of South Notts. and Leicestershire.

In January 1980, the Dept. of the Environment stated that Widmerpool would be one of the first four sites to be investigated, and surface reconnaissance began. In October 1980 two applications for planning permission to drill test-bores were made in this area, one to Rushcliffe Borough Council for a site by Ratcliffe power station, and one to Charnwood Borough Council for a site at Wymeswold airfield.

DISPOSAL PROBLEMS

The idea currently being considered is to solidify the waste into glass blocks and bury it under land or the sea-bed. It must be



buried in a geologically stable area in rock that will keep the waste away from water so that the radiation cannot be carried into the water supply

Three types of rock are being considered:- GRANITE is a very hard rock which will not easily dissolve in water; found in much of Scotland but with frequent faults and prone to earth tremors.

SALT on the other hand dissolves very easily if water is present; found around Cheshire,

but only in relatively thin deposits. CLAY does not allow much movement of water. It is found around the Vale of Belvoir and in S.E. England. It is unlikely that the densely populated SE would be considered. So the Widmerpool Basin is a likely choice.

THE DANGERS

Even in small amounts radiation can cause cancer and genetic defects. The immediate danger is in transporting the waste when an accident or derailment could cause a leak. Security would call for armed nuclear guards and could include measures such as phone-tapping (See the Flowers Report). The long-term danger is radiation reaching the water supply or agricultural land.

THE WIDMERPOOL BASIN.

It is a basin of clay running south-east from around Derby to beyond Melton. On top of it lie the Upper Coal Measures and the Bunter sandstone (which carries part of Notts. water supply). The dumping proposal concerns the deep clay formation, and only part of that area. Test-bores will give information about the whole area, and do not necessarily correspond to the exact location of possible disposal sites.

WHAT HAPPENS NEXT

The Borough Councils may decide for themselves, or pass the matter on to the County Council.

If planning permission is given for the test-drilling, it is very likely that this area will end up a nuclear dump, since it is only suitable clay region in this country. In other areas, strong opposition, including harassment of the survey work, has prevented a planning application being made. So the government will be looking not only for a geologically suitable site but also for a politically compliant area. We must make sure that whichever Council decides, a firm 'NO' is given.

If planning permission is refused, the government-appointed body in charge of research the Natural Environment Research Council, will probably appeal, and there will be a public enquiry. So we have a long fight ahead of us.

WHAT TO DO.

Write immediately to Rushcliffe or Charnwood Borough Councils objecting to the proposed test-bores, and get any groups you are involved in, your friends, family and work-mates to do the same.

Come and help plan other activities to publicise the danger and oppose it!

Contact:

NOTTINGHAM SAFE ENERGY GROUP
c/o ENVIRONMENTAL FACT SHOP
GOOSEGATE, NOTTINGHAM
tel 51405

WHAT'S ON THE AGENDA?

DIARY OF FORTHCOMING EVENTS IN NOTTINGHAM AND BEYOND.

We intend to make this a regular feature of the Bulletin in the New Year when we are determined to get back to producing 6 editions p.a. We have only managed to produce 4 in 1980 largely due to a lack of person-power in its production. If you would like to assist in the production of future editions (e.g. in writing articles, typing, lay-out, printing, selling, etc. - we've so far found time to make our own tea!), please let us know (address and 'phone no. as on Page 2). However, if you wish to have events included in this listing, please let us have details at the same address.

The List below isn't exhaustive - although it may tire you out!

NOVEMBER.

- SAT. 22nd National N.U.T. Demonstration in Nottingham
- WED. 26th Nottm. Troops Out Movement
"Reinstate Tameside Trades Council" - Public Meeting
I.C.C. 8p.m.
- THURS 27th Nottm. & Dist. T.U.C. Meeting
Action on Unemployment
T.G.W.U. Offices 7:30p.m.
- SAT. 29th Labour Party Demonstration v. Unemployment : Liverpool
Details of Transport (46784)

DECEMBER.

- THURS. 4th "NEW TECHNOLOGY AND INDUSTRIAL RELATIONS"
118 WORKSHOP PUBLIC MEETING
Barry Wood (SLADE)
Alistair Craddock (NUJ)
I.C.C. 7:30p.m.
- SUN. 7th Nottingham for Nuclear Disarmament - Open Meeting
(Special Appeal for Trade Union support)
Friends Meeting House 7:30p.m.
- Don't forget to let us know of any parties going!
- THURS. 25th Scrooge/Thatcher is now with us all year round - let's just try to forget!

BEHIND CLOSED DOORS NOTTM'S WAR PREPARATIONS

A lobby of almost 100 people gathered outside County Hall on Friday 31st October. They were protesting that civil defence preparations for a nuclear war were wasteful, useless and diversionary; such measures serving only to increase the likelihood of nuclear war by encouraging a wider acceptance of its inevitability, and by putting across the myth that there would be vast numbers of us who would survive.

A delegation from this lobby met Councillors Carey and Collin (Chairman and Vice Chairman of the County Council's Public Protection Committee) and Mr Tinsley (the Emergency Planning Officer). The main demands were of two sorts - a) an abandonment of the Council's 'bunkers', a withdrawal of support for all military bunkers within the County and abandonment of any para-military preparations related to this, and b) an opening up of public information about the local impact of (and response to) a nuclear attack.

The main response from the Council related to the second of these. The two Councillors proved very responsive and keen that an opening up of civil defence information should take place. They agreed to County Council involvement in a public debate on the relevance of civil defence measures in the event of a nuclear attack. They even agreed to consider possible sponsorship of such a debate by the Council itself. They also agreed to provide information about the Council's civil defence plans. Unfortunately this might not reveal very much.

There was an obvious and enormous gap in what the Chairman and Vice Chairman knew and what the Emergency Planning Officer (EPO) knew. The Councillors knew nothing about the results of Operation Square Leg (the government's recent mock nuclear attack exercise) in which 2 nuclear bombs were expected to have been dropped on Nottingham. The number of deaths, the condition of survivors, the rationing of food, water and medical supplies, the inter-



NOTTINGHAM FOR NUCLEAR DISARMAMENT - NEIGHBOURHOOD GROUPS.

BEESTON Bob Cann Tel: 256604
FOREST FIELDS Ron Gardner Tel: 702341
MAPPERLEY Julian & Clair Marsh Tel: 607470
ST. ANN'S Jane & Alan Simpson Tel: 53355
WEST BRIDGFORD Janette Fyffe Tel: 861589
BASFORD Angie Wooster Tel: 789758
COLVILLE ST. Pete Maguire Tel: 43145
BULWELL John Peck Tel: 271064
LENTON SANDS Brian Davey Tel: 582369 (Day)
CARRINGTON/SHERWOOD Celia Lacey Tel: 604986
SNEINTON M Kipplewhite Tel: 249281 (Day)

ment of 'dissenters' from government/military policy - all of this was obviously completely new to them. On the other hand the EPO clearly knew a good deal about what went on but was unwilling to discuss any of it on the grounds that the information was 'restricted'. To this extent, the Councillors ended up asking us for information about the defence exercise.

The most ominous aspect of this was the extent to which such planning had clearly bypassed the channels of democratic accountability. The exclusion of the press and public from the day's 'briefing session' was merely an extension and confirmation of this. Even so

Cont'd →

Council shuns nuclear war exercise

By Paul Johnson 13.11.80

In a unilateral stand which has its basis in a lack of cash as well as a moral principle, a West Midlands council has refused to send its officers to be trained to cope with the aftermath of a nuclear attack.

The policy committee of Sandwell Council has decided that there is little point in preparing a post-nuclear administration because it believes there will not be anyone around to reap the benefit

It says that the money would be better spent on improving life in the world as we know it, and has refused to send officials on a series of emergency planning and home defence seminars organised by the West Midlands County Council.

Despite protests from Conservative councillors, the Labour-controlled committee decided that it was pointless making arrangements for the survivors of any nuclear war.

"This decision was not taken lightly," said Councillor Joseph Adams, chairman of the policy committee, yesterday.

"In any attack there would be such tremendous death and destruction that we must ask in our consciences whether it worthwhile to think of any administration after it."

Mr Adams said many of the councillors felt that the more preparations were made for a nuclear war, the closer that war became.

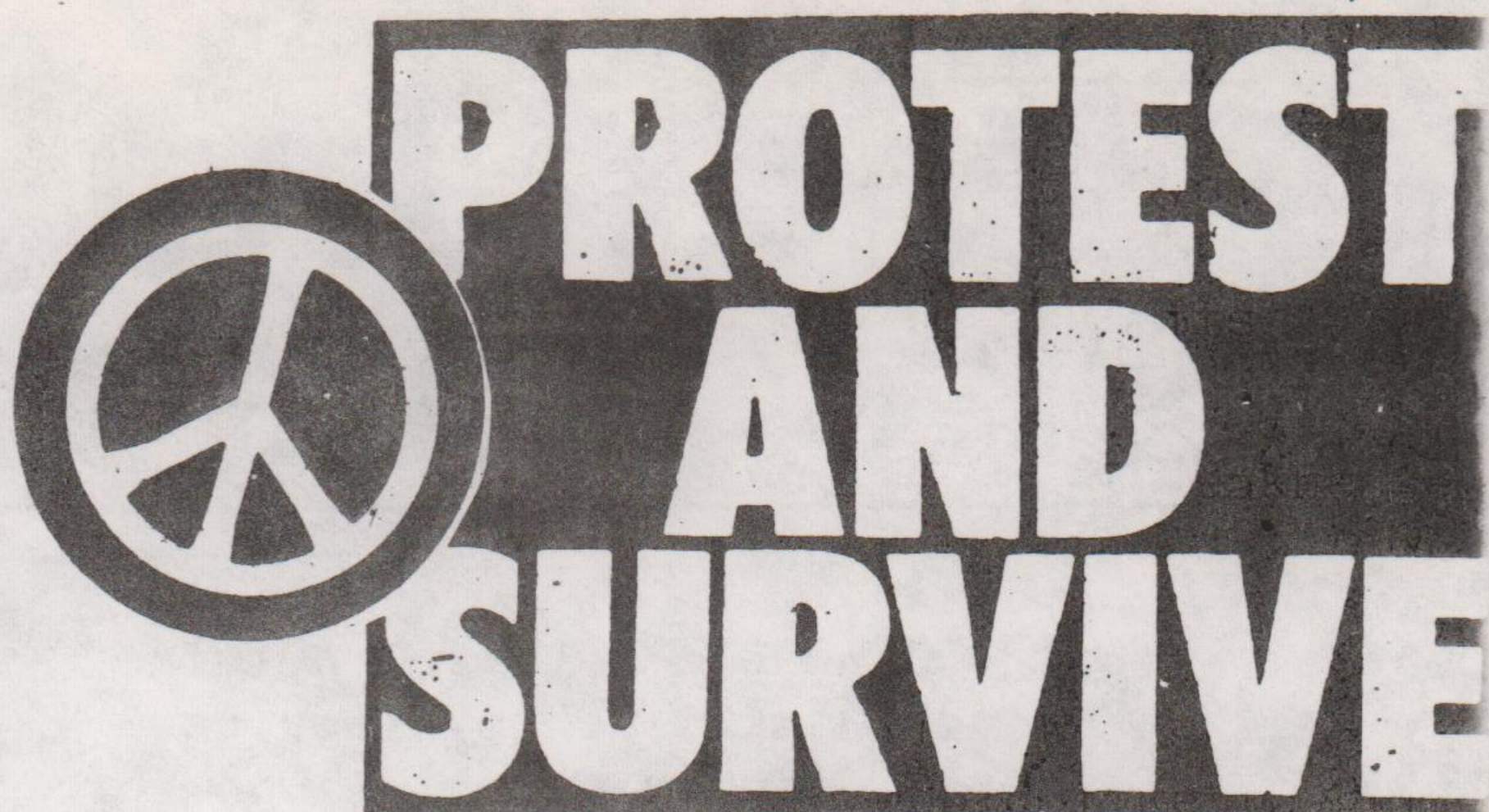
Councillor Frank Betteridge, chairman of the West Midlands County Council committee with responsibility for emergency planning, said yesterday that Sandwell's decision was "informed and politically motivated."

Mr Betteridge said that the local authority would not save money by opting out of seminars and training sessions which often concerned non-nuclear emergencies.



councillors were unlikely to have been told anything more revealing than the price of the government's 'Protect and Survive' booklet.

Councillors can (and ought to) be asked to inform their electorate what went on at this meeting. More substantially however, they need to be pursued on their offer to take part in any open public debate locally in order to press home a realisation that a focus on such civil defence spending is a cruel con upon the general public - the main purpose of which is to take us one step nearer a nuclear war rather than reducing its likelihood. A.S.



WAR ON WANT CONVENTION '80

On Oct 18th/19th the yearly War on Want Convention was held in Bristol. It was a very radical event. War on Want had gone for a very large attendance and they exceeded their own hopes - with about 200 members and observers present. After some introductory speeches - including one from Tony Benn - most of Saturday was given over to Workshops. These were on alternative Economic Strategy, Challenges for Trade Unions in the 80's (New Technology) and the Politics of Aid and Health, Women and Health and Brandt: North/South the Great Divide. As will be appreciated from the titles of these workshops there was a great deal of discussion on domestic issues as well as on the Third World.

Of course I only had experience of two of the workshops but it was clear that, while sharing a basic radicalism, the membership of War on Want have come from many different political standpoints and approaches - so discussions were often very wide ranging but also unfocussed. The discussion on trade unionism and new technology went over whether New Technology could be seen as having its 'good' and 'bad' sides or whether it should be seen as a chosen option whose aim was to displace labour and weaken trade union power.

In the Women and Health Workshop the class and sexual inequalities of health care

were brought out and in my part of the workshop there was some discussion on the form of health care that women need - well woman clinics, self help groups and the like.

The Sunday sessions included the War on Want AGM and discussion of the way forward. Unfortunately there was not enough time to discuss properly plans for action. Following the interest and enthusiasm of the workshops many members had been looking for a chance to channel the ideas into practice and there was a good deal of openly expressed frustration at the lack of opportunity for members to really participate in decision making, whether by influencing policy making or involvement in the Council of management.

The War on Want staff responded positively to this criticism and agreed that ways would have to be found to facilitate greater involvement in the organisation and its campaigns.

All in all, therefore, despite the weaknesses this was a useful event.

Locally several members of 118 Workshop are members of War on Want. We would like to get together with other local members to discuss what can be done in Nottingham. B.D.

FILMS FOR THE TRADE UNION MOVEMENT

Several unions have expressed interest in using films for the purposes of trade union education and recruitment. The distributors in this list have films of interest to the trade union movement.

The British Film Institute
Distribution Library,
81 Dean Street,
London, W.1.
01 928 4742

Cinema Action,
35A Winchester Road,
London N.W.3.
01 586 2762

Concorde Films Council,
201 Felixstowe Road,
Ipswich.
0473 76012

Contemporary Films,
55, Greek Street,
London W.1.
01 734 4910

The Other Cinema,
12/13 Little Newport St.,
London W.C.2.
01 734 8508

Local contact:-
The Midland Group,
Nottm. 582636.



IMPORT CONTROLS—TODAY'S ISSUE

The issue of import controls generates a good deal of heat in the labour and trade union movement. Are they a remedy for 'deindustrialization', or vital adjunct to a general reflationary alternative economic strategy, a remedy to the problems of specific industries? Or, alternatively, are they an attempt to export unemployment to foreign workers, a chauvinistic policy which can be fixed on by the far right to generate anti-black and nationalist propaganda?

In a recent meeting organized by 118 WORKSHOP and the local WORLD DEVELOPMENT MOVEMENT, Don Manhire of the W.D.M. debated with David Lambert, the General Secretary of the National Union of Hosiery and Knitwear Workers, on the issue of import controls in the case of textiles. For the last few years trade in textiles into the E.E.C. has been regulated by the Multi-Fibre Arrangement which limits the rate of growth of imports. 1981 will see a re-negotiation of the M.F.A. and the debate was therefore a timely look at some of the issues involved.

Before getting down to the discussion of issues involved, those attending the meeting had an unpleasant reminder of the way the question could be taken up in a chauvinistic and nationalist way by the far right. The meeting was picketed by a contingent of the National Front with union jacks and the slogan of British jobs for British workers

Meanwhile, in the meeting Don Manhire spoke first. He outlined the position of the textile industry in the 'Third World' and in Britain. He talked of the restructuring of giants like Courtaulds and Carrington Viyella and the large loss of jobs in textiles over the last few years. He asked whether it was really important to protect the low paid and menial jobs in British textiles, and whether British jobs should really come first when unemployment was so high in the 'Third World'.

Putting up tariffs would produce retaliation and if British firms used the argument that they were being undercut by cheap labour, then Belgian and German firms could equally apply that against us. He argued that help should be given to textile firms which looked to be winners and otherwise policies should be adopted to promote alternative socially useful forms of production on the lines of the Lucas Aerospace Alternative Corporate Plan.

David Lambert replied by outlining the formation of the N.U.H.K.W. and the fall in jobs in recent years. It was false to pose the argument as Britain vs. 'The Third World'.

The M.F.A. is an E.E.C. arrangement controlling the growth in imports from the World. The M.F.A. did not stop imports - it controlled their growth - and so, in fact, allowed a growing access to the E.E.C. market each year. In fact, it guaranteed that 2,000 - 3,000 knitwear workers would lose their jobs each year.

He raised the question of the need for social clauses in international trade agreements at a recent international conference of textile and garments worker unions. Countries like Sri Lanka and South Korea were examples of corrupt states with low wages, bad conditions and dictatorial, anti-trade union governments. Surely textiles from these countries should not simply be allowed free access to compete with products made here? The N.U.H.K.W. was seeking a re-negotiation of the M.F.A. They are seeking a recession clause to restrict growth in imports when the domestic market collapses and also a social clause demanding certain rights for foreign workers before trade allowed.

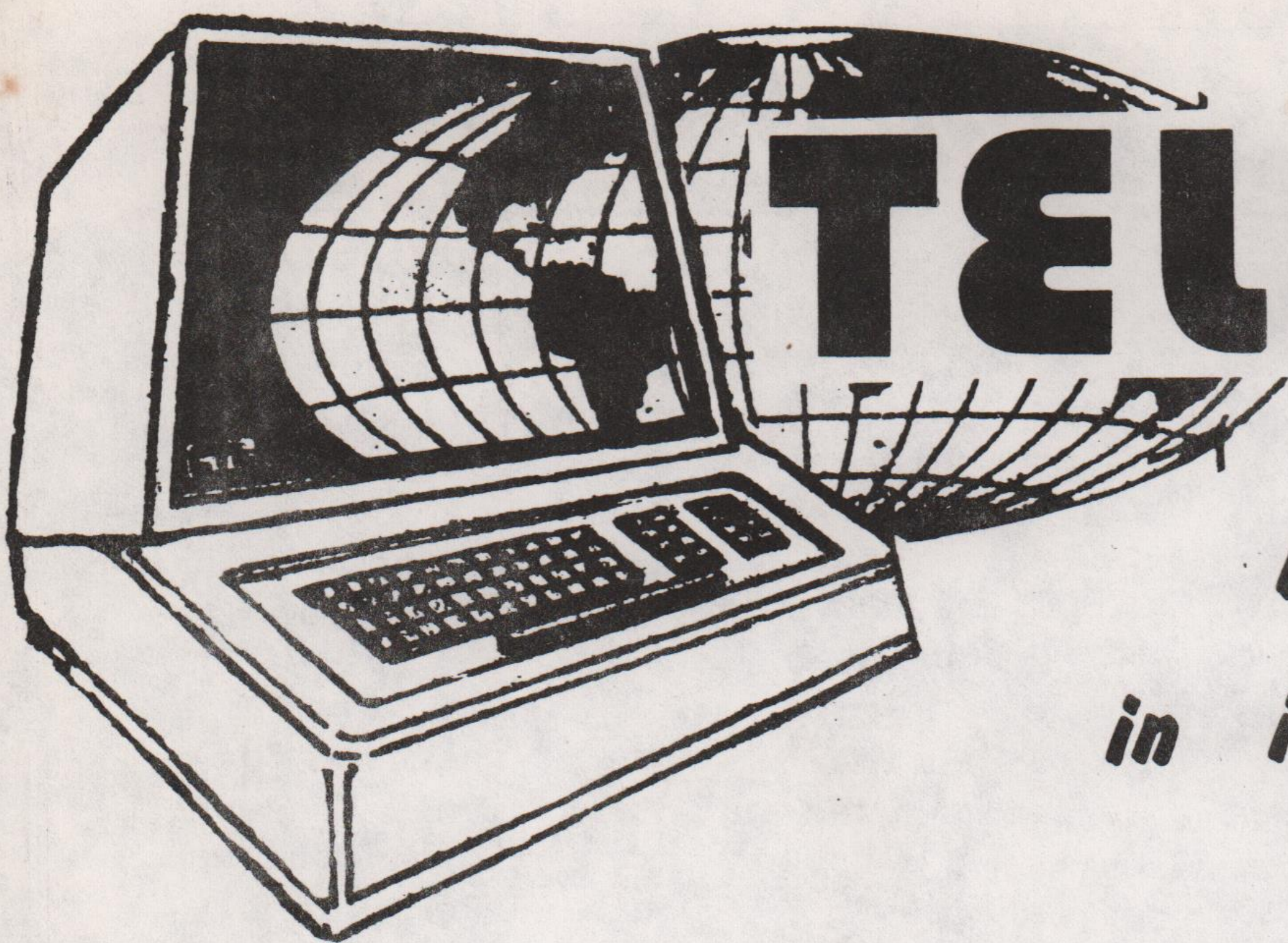
The discussion covered a good deal of ground. The social clause idea caused some comment. How would it be regulated? - and would it include this country as well? There was also discussion on the need to create alternative types of employment and how this might be achieved. Should we advocate the abolition of the M.F.A. or fairer controls - which would mean, for example, controls against American imports. In the past, arrangements had tended to hit the weaker countries. Instead of import controls, should we be demanding subsidies?

In other meetings that have been held similar to this one, the debate has been bitter and polarised. In this case a genuine discussion occurred. So this was a worthwhile event - though in my view not enough was said about restructuring and how new jobs can be created.

B.D.

**APO
LOG
IES!**

On page 11, we printed a story about the Nottingham report on Racism and Nottingham Jobs; but we forgot to mention that the report is called 'HALF A CHANCE'.



TELECOMS

Nottingham workers in international link-up

In June, an international consultation about the telecommunications industry was held in Milan. 3 people from Nottingham attended - 2 from Plesseys and a worker from 118 Workshop. The British delegation also included workers from Coventry Workshop and G.E.C., the P.O.E.U. Broad Left and Counter Information Services.

THREAT TO JOBS.

The most prominent theme to come out of the consultation was the way in which New Technology threatened jobs in all countries. For example, in Italy in the next few years it was feared that there could be a 50% job loss in telecoms. This was because the Italian industry faces a rapid change from making electromechanical systems to fully electronic systems - unlike in Britain and Germany which have had a more gradual change through semi-electronic systems. Only in Japan was there little worry about jobs with an actual increase in employment in the semi-governmental telecoms company N.T.T.

GROWING INTERNATIONAL COMPETITION.

For a number of reasons it was noted that there was going to be a new era of international competition in telecoms. For example the EEC Commission was looking for a harmonisation of telecoms networks. Intensified competition brought the danger that workers will come to identify their security of employment with the competitive strength of their individual employers and in export success - ie. at the expense of telecoms workers in other countries.

There was also some discussion of how technology was being used to enhance management information and control. Workers are isolated from each other, and there is a process of deskilling. Further effects of New Technology were noted in a paper to the conference. Management now have a fantastic increase in their capacity to transfer information - and hence work - around the world, thus avoiding the effect of strikes and weakening trade unions.

There is a growing dependence by some countries on the USA, in particular on companies like Lockheed, for data processing work.

The conditions under which telecoms workers struggle are different in each country. Third World workers have it worse - and this was made clear by a worker from Brazilian telecoms, who talked about intimidation, sackings and repression.

SHORTER WORKING WEEK

One common thread came out of trade union responses to new technology: - the demand for a shorter working week; this was true throughout Europe.

In discussing how to combat New Technology, a number of approaches were put forward. One



approach was to try to negotiate a model agreement on it's introduction which would attempt to maximise the benefits and minimise the costs. Another approach was to call for a moratorium on the introduction of New Technology to give the labour movement breathing space to work out appropriate policies.

THE FOLLOW UP

A full account of the conference should not confine itself to the contributions made by the participants on the actual days of the conference. It is important to note contacts made between workers employed by the same company in different countries - in particular I.T.T., Siemens, and Philips. In addition, the British delegation has met on a number of occasions since Milan to discuss labour movement strategy in telecommunications. For more information, contact Brian Davey at 118 Workshop, tel. 582369.

B.D.

PUBLIC MEETING NEW TECHNOLOGY & JOURNALISM

Speakers from NUJ,
SLADE & PW

Thurs 4th Dec.

7.30pm

at 61b Mansfield rd.

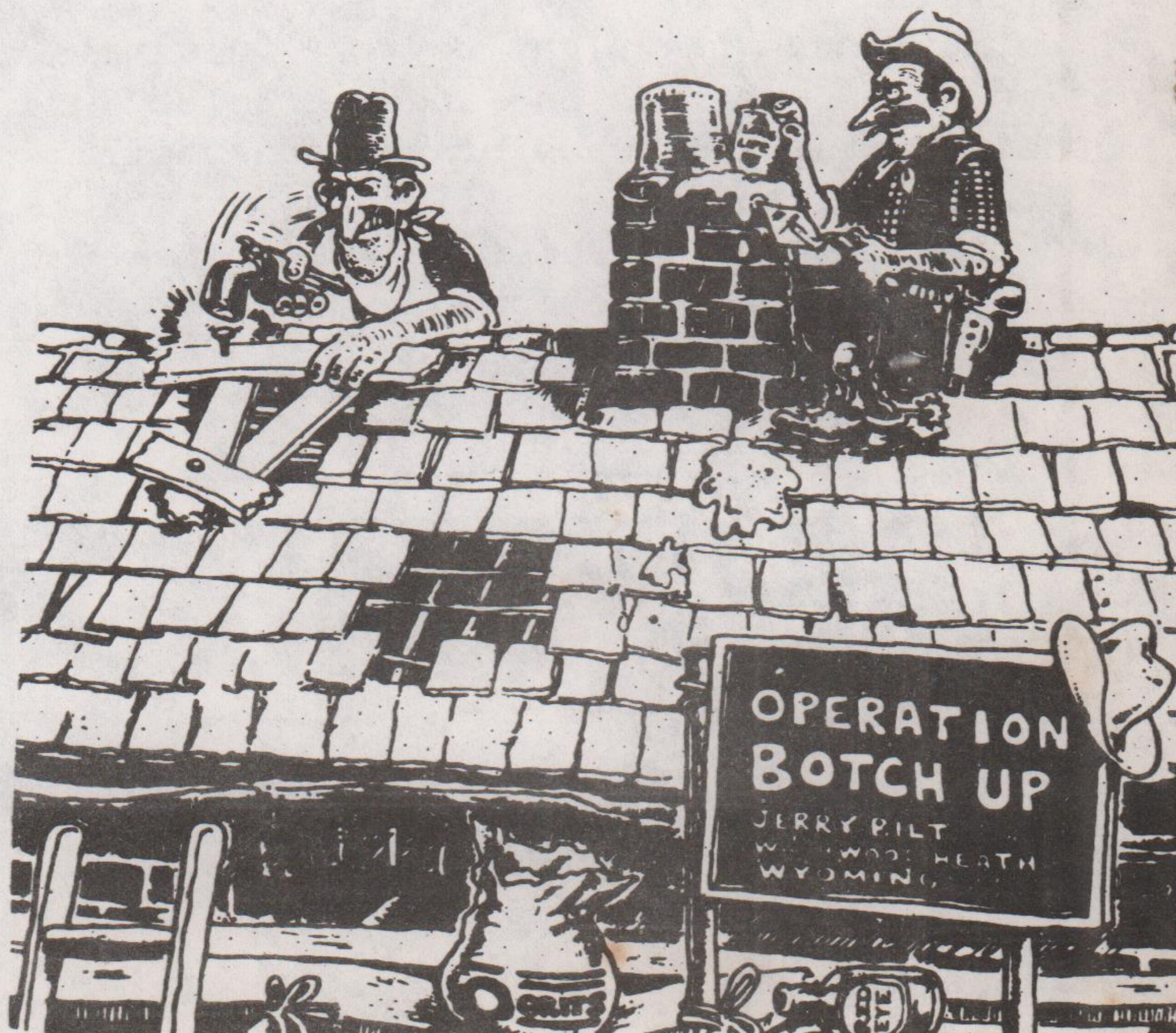
housing cuts demo

The demonstration attracted about 30 people though not all were there at the same time. This was more than we expected, but still not a very good turnout considering the very wide publicity which had been given by circulating leaflets through the Trades Council mailing, Inner City mailing, Labour Party branches, all known tenants associations, etc. Perhaps the most disappointing fact was the lack of response from tenants organisations though this largely reflects the current lack of tenants activity in the city.

A written statement outlining the effect of housing cuts was handed to the Regional Director of the DOE though he refused to have a discussion with us. Coverage was obtained on the lunchtime news of both Radio stations. Nottingham News did not report the event but they did publicise it beforehand.

Nationally there was less activity than was hoped for. It seems that the only cities where action took place were London (at the GLC), Cardiff (at the Welsh Office) and Newcastle. The National Housing Liason Committee is currently attempting to develop links in Liverpool, Sheffield and Manchester.

REPORT ON HOUSING CUTS DEMONSTRATION ON OCTOBER 1st.



PLEASE SUPPORT SAFE NURSERY EDUCATION

In 1979 Nottinghamshire LEA cut back nursery education by reducing the number of nursery nurses by over 130. In January 1980 Eileen Crosbie refused to accept the result - ratios of 1:20 between adults and children - at Robert Mellors school in Arnold, and, following union advice, refused to teach the oversized class. The result was her suspension and then dismissal in May.

Thousands of teachers, supported by parents and other trade unionists, have campaigned for her reinstatement, and against cuts in standards of nursery care. The Department of Education still recommend 1:13 ratio, but 1:20 is being enforced throughout the county.

Several mass meetings of over two thousand teachers stood by Eileen, strikes have hit schools across the county, and thousands have signed petitions.

In September an Industrial Tribunal was convened. Unfortunately it set itself the task of deciding if the LEA had "followed the correct procedures" in dismissing Eileen - no mention of why she took her stand, no mention of the effect the cuts were having on children's education. The Tribunal found against Eileen, but the Chairman had to comment on his appreciation of her stand.

Appreciation is not enough, and the NUT want her job back.

WHAT IS AT STAKE?

The finding of the Tribunal has only emphasised a totally unacceptable situation, where teachers are told that they must accept the decisions of the heads and through them the Education Committee, and if they do not they can be dismissed as breaking contract. Teachers in the NUT reject this view.

We must have the right to take industrial action to oppose cuts and unacceptable education standards when other means fail.

If we fail to achieve Eileen's reinstatement then the ability of teachers to take action to halt the erosion of standards due to cuts will be greatly weakened.



NATIONAL ACTION

After repeated calls from teachers in Nottinghamshire the National Executive of the NUT has called a National Rally in Nottingham on 22nd November in support of the campaign for Eileen Crosbie's reinstatement, and for the fight for reduced class sizes. Meetings of teachers across the county have reasserted support for the campaign and NUT members will be balloted for further industrial action after the National Rally, when thousands of teachers are expected to come to Nottingham.

BROAD SUPPORT STILL NEEDED

As the campaign continues, support from other trade unionists and parents is still needed. Messages of support to Eileen will be welcomed, and resolutions and letters to local councillors and MPs can show that in Nottinghamshire we will not sit back and let standards fall in education. (Messages to E. Crosbie, c/o 4 Melrose Ave, Sherwood, Nottingham.

Roger Tanner (Secretary, Nottingham City Association, National Union of Teachers)

RE-INSTATE EILEEN CROSBIE!

THE FIGHT GOES ON...

