

PALINDROME



The Journal of the
Devon Branch
of NALCO.

NOV
1975

MS

BRANCH SECRETARYS NOTES

2+3

The impressive looking table on pages A sets out a record of attendance at meetings of the Branch Executive Committee for part of the current year (December 1974 to October 1975). It is not complete in that it omits meetings of the Joint Staff Committee (consisting of Staff Side and the Personnel Sub Committee) and various small working parties of that Committee which have dealt with such matters as flexitime and car allowances.

I should also mention working parties set up by the Executive Committee which have been active, particularly this year the Equal Rights Working Party the membership of which consist of Mr. B. Barnes, Mrs. J. Battye, Miss S. Hardy, Mrs. K. Parish (who has now left), Mrs. C. Russell and Messrs. P.J. Claydon, R. Franceschini and R. Puttock (who has also now left).

DEPARTMENTAL REVIEWS: ASSURANCES

Members will recall that a list of the assurances agreed with management in connection with Departmental Reviews has already been published in PALINDROME. It was partly because of failure to comply fully with the implementations of these assurances that the recent dispute arose.

Agreement has now been reached through the Staff Joint Committee on the procedure for carrying out the assurance whereby an officer is entitled to see a report on the work content of his post.

After interviewing in a section has been completed, the interview notes will be written up on a special form and photocopies of these forms will be forwarded to the section head together with two copies of another form for distribution to the individual members of staff. This second form will give both the individual and the section head the opportunity of commenting upon the interview notes, and arrangements will be made for these comments to be discussed by a senior member of the Organisation Review and Manpower Planning Section with both the section head and the individual concerned. All members of the staff will be able to retain a copy of the notes and a copy of the form containing the comments.

The implementation of this system will enable all staff to view what has been written about them and gives them, and the section head, the opportunity to comment. It will be necessary if requested for the senior member of the Review Team to discuss the comments with the individual concerned but it is anticipated that this will probably only apply to a proportion of staff so that re-interviewing time should be minimised.

ANY NOMINATIONS?

Nominations are now being invited for branch officers for 1976/77. Most of the retiring officers are standing again, but, at the time of writing, it looks as if we shall be looking for a Publicity Officer and a Membership Secretary. Both officers have seats on the executive committee.

These are important posts which can involve quite a lot of work without always receiving the merited recognition among the membership. So I would like to thank Ann Parsons, the retiring membership Secretary, and Kevin Mayne the retiring Publicity Officer for all the work they have done during the last 12 months.

MEMBERSHIP

During the 12 months since October, 1974, membership of the Branch has increased from 3,061 to 3,515.

SUBSCRIPTIONS

Annual salary including weighting, bonuses, fees and emoluments at 1st November	Salary paid monthly (per month)	Salary paid weekly (per week)
Up to - £500	30p	7p
£501 - £1,000	56p	13p
£1,001 - £1,500	69p	16p
£1,501 - £2,000	92p	21p
£2,001 - £3,000	104p	24p
£3,001 - £4,000	116p	27p
£4,001 - £5,000	134p	31p
£5,001 - £6,000	146p	34p
£6,001 - £7,000	158p	37p
£7,001 - £8,000	170p	40p
Salary over £8,000	182p	43p

RETIRED:

Members ...	£1 per annum
Life members...	£5

DISCLAIMER

The views expressed in this publication are those of the authors and not necessarily those of NALGO.

U.

NUMBER OF MEETINGS: December to October 15	EXECUTIVE COMMITTEE		EDUCATION & PUBLICITY		SERVICE CONDITIONS		FINANCE & GENERAL PURPOSES		SPORTS & SOCIAL		WELFARE		EMERGENCY		STAFF SIDE		TOTAL	
	Elig-ible	Atten-ded	Elig-ible	Atten-ded	Elig-ible	Atten-ded	Elig-ible	Atten-ded	Elig-ible	Atten-ded	Elig-ible	Atten-ded	Elig-ible	Atten-ded	Elig-ible	Atten-ded	Elig-ible	Atten-ded
W.T. Mallett	6	6	6	6	11	-	5	5	4	-	1	-	3	2	-	-	36	13
N.H. Maunder	6	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	4
K. Mayne	6	6	6	6	-	4	-	-	-	-	-	-	-	-	-	-	12	10
R. Mitchelmore	6	5	-	-	-	-	5	3	-	-	-	-	-	-	-	-	11	8
R. Norris	4	3	-	-	-	-	-	-	2	2	-	-	-	-	-	-	6	5
Mrs. I. Parkey	6	6	-	-	-	-	5	5	-	-	-	-	-	-	-	-	11	11
Mrs. K. Parish	6	4	-	-	-	-	5	1	-	-	-	-	-	-	-	-	11	5
Miss A. Parsons	6	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	0
K.H. Passmore	6	4	-	-	-	-	-	-	4	4	-	-	-	-	-	-	10	8
A.G.W. Pearson	6	5	-	-	-	-	-	-	-	1	1	-	-	-	-	-	7	6
R. Puttock	3	3	3	3	3	1	3	-	2	-	1	-	-	-	-	-	15	6
W.H. Redstone	6	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	3
A.F. Riggs	6	4	6	1	-	-	-	-	-	1	1	-	3	1	-	-	16	7
J.R. Robertson	6	6	6	3	11	10	5	5	4	1	1	-	3	3	7	7	43	35
O.A. Sanders	6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	-
Z. Sawicki	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
H.S. Scaven	4	4	-	-	6	6	-	-	-	-	-	-	-	-	5	5	15	15
C.H. Shaddick	6	3	-	-	-	-	5	2	-	-	-	-	-	-	-	-	11	5
M.S.F. Smith	1	1	2	2	2	1	1	-	1	-	-	-	-	-	-	-	7	4
J. Spurrer	6	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	6	5
R. Teague	6	4	-	-	11	8	-	-	-	-	-	-	-	-	-	-	17	12
D.J. Tucker	6	4	6	3	11	7	-	-	-	-	-	-	-	-	-	-	23	14
M.J. Williams	6	6	6	3	11	10	5	5	4	2	1	1	-	-	7	6	40	33
A.E. Webb	6	4	-	-	11	6	5	2	-	-	-	-	-	-	-	-	22	12
W.E. Worthington	6	6	-	-	-	-	5	5	-	-	-	-	-	-	-	-	11	11
J.G. Wright	6	4	6	6	11	2	5	1	4	-	1	-	3	3	7	3	43	13
I.G. Fridmore	6	6	6	6	11	11	5	5	4	2	1	1	3	3	7	7	43	41

NOTES

1. All meetings held after 15th October are excluded.
2. Branch meetings, meetings of the Staff Joint Committee and meetings of Working Parties are excluded. Members co-opted onto Sub-Committees are also not included.
3. Certain Branch Officers are ex-officio members of all Sub-Committees. Other members of the Executive Committee are not members of any Sub-Committee.

REPORT ON SOUTH WEST DISTRICT COUNCIL MEETING
HELD 3/4TH OCTOBER, 1975

Despite what I said in my report on the South West District Council held on the 10th May, I was still allowed to be an observer at another of these meetings which this time was held at Swindon. My view of what went on might be jaundiced by the fact that over the weekend I was suffering from pneumonia, although my wife diagnosed my complaint as a slight cold!

The procedure was the same as ever, the Sub Committees meeting on Friday evening prior to the full District Council Meeting on the Saturday morning. I went along to the Education Committee chaperoned by the well known Scottish Independent Robbie McEwan. I was a little disappointed with Mr. Ayland's performance, he didn't have his filing cabinet with him and until the final minutes of the meeting seemed a little pre-occupied or perhaps I should say vacant. He did reach something like his form in the end but by that time everybody was looking at their watches. The most important item was a threatened cut in the budget which the Committee had put forward for their expenditure 1975/6. I found this an interesting situation as NALGO are opposed to Local Authorities cutting expenditure or not maintaining services but seem quite prepared to do this themselves.

The following morning we all assembled in the Swindon Art Centre. We were quickly through the first items but managed to get bogged down on a few issues. Bogged down is the only way to describe the situation. Speakers insist on using twelve words when two words would do, I admire the durability of Messrs. Copp and Barnes, they have been listening to this speech making for years. We discussed Economics, Underdeveloped Countries, employing school leavers and opposing the building of a private nursing home in Gloucester (Double standards again, NALGO has a nursing home). Despite the views expressed I cannot see how we can expect Local Authorities to take on school leavers when there is a battle going on to protect existing staff. Some of the delegates appear to have their heads buried firmly in the sand, they want the cure to the economy without the medicine. A quite incoherent gentleman from Weymouth wanted to get all vacancies filled by school leavers. He was opposed to taking on married women. (I would question the legality of that action). Mr. Cook spoke for some length on most if not all the subjects mentioned. Making his dramatic appearances from the back of the hall he began quietly gradually working himself (not his audience) into a pitch of excitement at which point, with his hair flapping, eyes staring and hands punching air he could be compared to Charlie Chaplin in "The Great Dictator".

K. MAYNE

ARE YOU ACTIVE IN THE UNION?

NALGO is one of the unions taking part in a weekly series of Trade Union Study programmes to be screened on BBC TV starting on Sunday November. 9th.

Under the general title "Are YOU active in the Union?" the series of 10 programmes is designed for trade union shop stewards, staff representatives and all members active in their TU branch. It has been planned jointly by the TUC with the BBC, Workers Educational Association and Sheffield University Extra-Mural Department.

The programmes will be screened on BBC-1 on Sundays at 9.45a.m. starting November 9 and repeated on BBC-2 on Wednesdays at 7.05p.m. starting on November 12.

The series is made up of the following programmes

1. Recognition of trade unions (November 9 Rpt. November 12)
2. Unfair dismissal (November 16 - Rpt. November 19)
3. Re-organisation at work (November 23 - Rpt. November 26)
4. Overtime (November 30 - Rpt. December 3)
5. Redundancy (December 7 - Rpt. December 10)
6. Health and Safety (December 14 - Rpt. December 17)
7. Equal pay for women (January 4 196 - Rpt. January 7)
8. Immigrant workers (January 11 - Rpt. January 14)
9. Disclosure of information (January 18 - Rpt. January 21)
10. Multi-national companies (January 25 - Rpt. January 28)

NALGO's General Secretary, Geoffrey Drain, and members from a NALGO branch will appear in programme 3 on Sunday, November 23 with the repeat on Wednesday November 26.

Members are asked to make a note of the dates and follow the series from the beginning.

The Trade Union Studies Project as a whole will include not only this and further series of television programmes but also BBC books, new TUC postal courses and WEA/TUC day schools designed around them.

The BBC book to accompany this first series of programmes "Trade Union Studies - Book 1" may be obtained through booksellers or BBC publications, P.O. Box 234, London, SE1 3TH, price £1 from October 25.

G. FRIDMORE.

THE PRESS - A PERSONAL VIEW

The press can be summed up in one fashionable word *communications*. The press are part of this complex human chain of flow and counterflow that relates the outward feelings of one group to others now involved, now remote. As this relates to the press at some time or other this flow of printed information suffers from the all too human "everything is happening at once" to the droll no change torpor. What newspapers obviously and undeniably rely on is the conveyance of human drama, in all its forms as opposed to information - if you do not believe me read the stock market quotations of the Financial Times. How exciting factual information is! Naturally enough, and given sufficient drama, the printed daily word maintains the interest of what I call the warmth of humanity. But let this falter and what do you see - articles prepared well in advance upon factors which normally would not be worth an honest second look. How Mrs. so and so looks after her pet budgie, how certain persons in high or even low places take advantage of their undeniable humanity, how politicians expect to change the world and more words, words, words.

So far, you may say, so good. (By now you will have fallen asleep reading this....) But what if you have a set of inbuilt, strongly righteous views, and what if everybody else, being human, has prejudices however mild, which I could classify as left, centre and right? Do you really want to know the facts or do you want your opinionated interpretation of the facts? Successful newspapers always rely upon an editorial policy which will give them an unquestioning receptive and numerous readership - particularly in times of financial stinginess they cannot afford to lose a single reader. You may say this is obvious, but, consider even in normal times how far the interpretation of events rather than the events themselves produced differences such as to cause the unbiased, disinterested reader to conclude that reference must be to totally different facts. Somehow in covering the 1925 National Strike, the Suez "adventure", the Cyprus Crisis (pre Makarios) or even the classic case of the personal life of Prince Edward (later Edward VIII) where facts were deliberately suppressed, the press news showed signs of manipulations. With the important arrival of radio, television and improved communications in general, the wholesaling of news via the "press barons" has become the retailing of news via individual editorial boards. Has anything been learned from the past history of newspapers? Possibly their influence has diminished as more and more pressure groups and politicians rely on floating ideas for reaction on the video screens. Yet still undeniably the press leaks suggest that this role is very much alive - why does Mr. Enoch Powell express his views to coincide with the weekend papers? Ministerial views however are floated to gauge public reaction with almost daily regularity, and this is arguably part of the overall process of government. What I am not clear on is the extent to which the local press is used politically, but perhaps local papers tend to steer clear of what they call politics and remain steadfastly apolitical - except for their editorial which one suspects few read. Naturally apolitical views are themselves political and would tend to favour the existence of a status quo, so that for practical

purposes a well meaning neutralistic stance naturally tends to favour the "establishment". So what can the ordinary person do to unravel the intricacies of mass communications and the inherent pitfalls of relying upon certain sources for information and opinion? For a start, do not take at their face value any statements made about anything and while I do not advocate utter cynicism, I do feel you ought to attempt to distinguish between the fact and the interpretation given to it. Judges not only give reasons for their decisions they also prattle on about peripheral matters and these are often opinionated - so stick to the facts and consider - are the facts clear, is there any dispute on the facts, is the matter of sufficient weight or interest to you to require your attention and finally are the interpretations given adequate or to explain the matter, or are the facts quite capable of other interpretations? Don't forget superficial reporting, particularly in sensational journalism, often misses the woods for the trees!

There again theoretically what an "independent" press does provided you have time and are sufficient wide ranging in your reading is to attempt to give you in total a series of different interpretations which you should be able to balance out, what a formidable task. You are then tempted to ask for an unbiased Government Department to just give you the facts, on everything, and leave you with the interpretation. It has been said that Gobbels managed that one rather well! Could the state trust itself to do this job?

The press has been going through a thin time lately, witness the existence of a Royal Commission on the press which is looking at the financial, organizational employment and publication policies of newspapers. Although there seems to be little chance of the state taking over newspapers in trouble, it would seem that the maintenance of an independent press may well have to rely on subsidies, such as is done in some other countries for clearly this main income through advertizing is falling relatively to production costs. Will this lead to demands that the press include a greater reference to the Government or will independence of editorial policy be safeguarded? Some editors have already criticised the closed shop in their ranks on this issue suggesting that union interference might be felt in some circumstances to influence the editorial of newspapers and the independence of the press in consequence.

No doubt the real meaning of independence of the press will be fully discussed in the laborious transactions of the Royal Commission and no doubt apt recommendations will emerge but will we have an improved press in as far as news is concerned - I doubt it since the selection of news will still be subject to sensationalism to the dramatic and the exciting one day wonder rather than the slow continuing events which make up the bulk of historic and momentous changes in society.

R. FRANCESCHINI

COPP AT THE CONGRESS

Disguised in a cloth cap and muffler and wearing his red tie, Bill Copp our own television personality, (autographed photographs of Bill available from the NALGO office) attended the 107th Trades Union Congress. Here, completely unabridged, is the report from the delegate with the red coating and blue centre.

Organisation of Congress

It is only natural, being a member of the NALGO Agenda Committee, that I should be interested in the organisation and management of the Congress and that I should compare this with the NALGO Conferences which I have attended.

It came as a surprise to me to find that the size of the T.U.C. is approximately 50% of the size of the NALGO conference. This year, in fact, there were 1,031 delegates representing 111 unions, and it seem to me that the NALGO Conference will surely have to be limited in size before it out grows every conference hall in the country.

The T.U.C. have no Agenda Committee as such, the Organisation of Conference being left to the General Purposes Committee, the Chairman of which committee reports to Congress on such matters as elections to the General Council and time limits on speeches, a rather similar function to that of the Chairman of the Agenda Committee.

The main difference between the two conferences is the method of going through the agenda. The T.U.C. link all the motions to an appropriate paragraph of the General Council's Report instead of taking the report as a separate item prior to the discussion of the various motions. This practice can lead to somewhat unlikely alliances, for example a motion dealing with Railway Equipment Export Opportunities was taken with paragraph 443 of the General Council's Report which dealt with Heysham Belfast Car Ferry Service.

Like NALGO, the T.U.C. have a number of fraternal delegates, this year for example we had delegates from the Co-operative Union Limited, the Labour Party, the American Federation of Labor and Congress of Industrial Organisation (?), and the Canadian Labor Congress, all of whom made speeches which wasted valuable conference time.

Like NALGO, the T.U.C. find it an impossible task to keep up with the programme of business, consequently on Thursday afternoon the Chairman of the General Purposes Committee moved successfully that the President should have power to limit speeches of movers to 7 minutes, seconds to 5 minutes and other speakers to 3 minutes (as opposed to 10, 7 and 5 minutes respectively).

The rule of the President of the T.U.C. is absolute and autocratic and any delegate wishing to speak rises to his feet and waves his order paper and the President then "sees" the delegate and allows him to address Congress. If however, the President does not wish to "see" a delegate I don't think it

would matter if he streaked around the hall, he would still not be seen.

Finally unlike the NALGO Conference where it is unusual for a delegation to be mandated on every single motion, at the T.U.C. each delegation decides its policy on each motion at a pre-congress meeting and each delegate must then vote in accordance with the decisions of this meeting. The actual debates on the floor of congress, therefore, have no influence on the voting of the various delegates, and to this extent congress could be conducted by post. It seems to me, therefore, that Congress is really a large scale publicity exercise.

The Business of Congress

As most members will already be aware of the major decisions of Congress through the news media I do not intend to dwell on them in any detail. There are, however, one or two points on which I would like to expand:-

Equal Rights for Women

A composite motion asking Congress to support and fight for the provision of the Working Women's Charter, aroused the opposition of the General Council and was lost on a card vote majority of 2,527,000.

One is therefore, left with the inescapable conclusion that although the T.U.C. pay lip service to the equality of women it will be a long time before prejudice is finally removed in many of the manual unions.

Shrewsbury Pickets

Lionel Murray during the debate on picketing made the point that the Shrewsbury Pickets were not charged under the 1875 Conspiracy Act. The men concerned were not charged with violence and this was the main complaint of the T.U.C. The Trade Union Movement will not support violence and had the men concerned been charged and sentenced for violence the T.U.C. would not have complained. The T.U.C. is not satisfied with the Home Secretary's replies and are therefore raising the matter of the Conspiracy Laws with the Prime Minister. While I agree with the T.U.C. that the law should not have been manipulated to impose penal sentence on these men and that Des Warren should be freed, the disgraceful conduct of those campaigning for his release can have done little to convince the general public of the innocence of the Shrewsbury Pickets. In fact I heard one delegate remark that Des Warren should be freed and Ricky Tomlinson returned to gaol.

Non Manual Workers Conference

Lionel Murray on behalf of the General Council said that the time has come to stop trying to discriminate between non-manual and manual workers. It was time to recognise that non-manual workers are here to stay and are at Congress in their own right and the non-manual workers conference should be abolished. Congress agreed and the non-manual

Continued on Page 8

Feature - Conflict of Interest?

DD's View

One of the objects for which NALGO is established is "to organize the whole of the Officers in all Departments of each and every service". This is a fundamental aspect of NALGO: it seeks to recruit and represent all the officers in the relevant services, of which one is local government.

I do not believe that it could reasonably work in any other way. We are all equally employed by the same employers, whatever our salary or position. Through the Staff Side, NALGO negotiates on behalf of all groups which are represented in the membership ranging, in the last year, to take local examples, from travel allowances for chief officers to the salary levels of school infant helpers. There are many examples around the country to show that, as individuals, chief officers may need union help just as much as any other members.

NALGO is a democratic union. Thus, in this branch, any member is entitled to stand for branch office or to be a group representative (providing only that he can find two fellow members to nominate him) regardless of job, status or salary. And any member can disagree with the policies and decisions of the National Executive Council or the Branch Executive Committee, although I sometimes wish that members made their opinions known on controversial issues to myself or some other member of the Executive Committee instead of complaining about the decision when it is too late.

Unions are based on the concept that unity is strength. Every division undermines that strength. The more groups there are negotiating together the more difficult it is for negotiations to work together and seek common objectives. Particularly dangerous is where different interest groups of clearly distinct composition (say one relatively highly paid and one relatively low paid) compete with each other for their share of a global salary offer. Basically it is a case of the strength in unity argument versus the divide and rule approach.

Another important consideration is that a significant number of our members are following careers in which they could not unreasonably envisage attaining senior posts. NALGO would not be furthering their interests or aspirations by ignoring the interest of the more senior officers.

A very large number of our members have some sort of management role, whether it takes the form of supervising the work of others, taking decisions or perhaps passing instructions to others. The chief officer, responsible for running a whole department is at the extreme end of the management spectrum. But the important point is that it is a spectrum and the chief officer remains an officer employed the same employer as any other officer.

We all have our own jobs to do and, however large is our management role, we are all officers employed by the same employer. We can all benefit from being members of NALGO and NALGO will benefit from having as many of us as possible in its membership.

DES DERRIEN

"Planners" View

Should top management staff such as Chief Officers and Principal Officers belong to NALGO? On the surface it may appear desirable that Union membership extend as widely as possible, and that there is strength purely in numbers. But strength lies in unity of purpose as well as in sheer weight of numbers. Trade Unions were formed with the purpose of advancing and protecting the interest of their members - those who work to produce wealth in all its forms but who possess no direct control over their workplace or the society in which they live. Therefore one condition for a Union to fulfil its purpose is that its membership must identify with a common working class interest. This is the case in the more successful Unions such as the miners. It is far from true of NALGO, one of the most feeble. Capacity to act is reduced if unity of purpose is incomplete; unity of purpose will not be complete until a common working class identification is established in NALGO. This identification will not be to the fore as long as NALGO continues to be dominated by higher paid members whose work consists of management.

Apart from obvious inequalities in earnings and status there are other good reasons why Chief and many Principal Officers are likely to be out of sympathy with the interests of the great bulk of NALGO members. In the first place, their dual roles as Union members and as managers of workers clash. One function of managerial jobs is to get the greatest output possible from a given staff, even if this means severely overworking fellow Union members and putting them under stress. Again, it means resisting any increase in jobs and supporting reductions in jobs whenever the opportunity arises. Secondly, managerial staff are in a position to pursue their personal self-interest to the exclusion of the general interest of NALGO members, by chasing promotions. A successful NALGO wage claim is likely to mean less to them personally than a mere one rung further up the ladder. Promotion from P1 to P2 brings an increase of around £1200 a year - compare that with the miserable £96 a year increase to the lowest grade in the 1975 wage deal. And to scale these promotional heights employers must be impressed that the managers are doing a good job of controlling their workers.

Thirdly, managerial staff are usually isolated from those who work below them - they do not understand (i.e. out of touch with or do not care about) the feelings of their staff, or the problems facing people who have to live on much lower wages than themselves. Finally, managerial staff lack the working class identification that is the basis of Trade Unionism. Many see themselves as superior to underlings, and their interests are totally different. The result is that managers are almost certain to be hostile to any militant Union action and often actively oppose the interests of their fellow Union members.

Examples will spring readily to every readers mind. One recent illustration is given by a certain NALGO member and Chief Officer who publicly attacked the national NALGO policy of opposition to private medicine at the A.G.M. of the Devon Association of Parish Councils. These remarks were immediately seized on by the local anti-Union newspaper and publicised simply because of his status, publicity which the mass of rank and file members could never achieve. The conclusion must be either that the

workers conference is no more.

Social Contract

The Council will be aware that Congress agreed to a voluntary limitation of wage awards to £6 per week.

There is however a difference in interpretation, the TUC look on the £6 per week as a flat amount to be awarded to all; the government however look on the £6 as a maximum not for universal application. It will be interesting to see which interpretation will be generally applied. It is certainly essential that the same interpretation is used for all, or I fear that the contract will be of short duration.

Final Reflections

The one message to come to me loud and clear from the T.U.C. is that they are prepared to go to any lengths to secure the continuation of a labour government. It will I am sure come as no surprise that this is one policy that I personally find difficult to accept, particularly in view of NALGO's strictly non-party political stance.

Nevertheless I am grateful to the District Council for affording me the opportunity occur to attend future Congresses I would accept without reservation.

BILL COPP

PAYMENT OF SALARIES

Note from Treasurers Department

Recent price increases, particularly in respect of postal charges, have significantly increased the already high cost to the County Council of paying salaries and wages. The two methods available, for the payment of monthly salaries are by direct credit to a bank account or by open cheque. Of the two, payment direct to bank is a more convenient, secure and economical method and we are shortly implementing a more efficient system for achieving this by means of magnetic tape transfer (i.e. from computer to computer).

Where members of the staff are paid by cheque, these and pay advices are, where possible, despatched in bulk to establishments, but many have to be sent to private addresses at considerable expense.

All employees paid by cheque will have received a note in their October pay envelopes setting out the advantages of payment by direct credit and asking them to agree to this method of payment. Not all members of the staff will, of course, have a bank account and we would suggest that anyone who wishes to use this facility gets in touch with (preferably) any branch of the County Council's bankers, or of the other Joint Stock Banks, where information and help will be readily available.

member in question was extremely naive in failing to realise the way in which his words would be used by the press, or that he deliberately used his status to push his personal opinions - views which are no more important than those of any other NALGO member.

Some managerial staff seem to believe they should be running NALGO as well as their own departments. Ideally they should do neither - the rank and file certainly has the power to see that they do not run the Union.

Managerial staff do not have to be anti-Union by nature, but their positions are always liable to bring them into conflict with fellow members. They should not be formally barred from Union membership - indeed their membership could impose obligations on them to show solidarity with fellow members and to carry T.U. principles into their work. At the same time, however, they must be subject to the discipline of the Union. If they disregard established policy, attempt to exercise undue influence over the Union, or oppose the interests of fellow members in a reactionary manner, they must suffer the consequences which include the possibility of expulsion from the Branch.

"PLANNER"

BILL CRAWLEY: A TRIESTE

There are not a lot of us left who joined the County Council in its comparative infancy before or during the First World War, when one of the qualifications for appointment was a adequate knowledge of the "three r's", when the juniors' salary scale was £40 - £80 x £5 per annum, and when the total County budget was about a hundredth of what it is today.

One of the stalwarts of that era who has just passed on was William George (Bill) Crawley, joining the General Finance Department circa 1917, the personnel of which was then Messrs. Mann, Tompkins, Mayer, Stone (all of whom are deceased), with the writer.

Bill Crawley was a man of splendid physique, as is his brother Bert who was appointed to the staff a few years later. They both looked much too young to have retired, but unfortunately Bill in his 70's contracted an illness which sapped his vitality and to which finally he succumbed. A pleasant, shy-mannered man, a conscientious worker and a well-like colleague, he will be sadly missed by his widow, family and friends.

Nearly 50 years ago, one of the chores which we two juniors had to carry out between us was the humping of trunks or boxes of County Grammar School books (no paper-backs!) and vouchers being returned from internal audit, to Queen Street Station. I was on the small side ... characteristically Bill did more than his share of the job, as he was always willing to do throughout his active life.

LIONEL BICKERS

EQUAL RIGHTS DAY CONFERENCE (20.9.75)

358 delegates from a limited number of branches met at T.U.C. Headquarters (121 Local Government branches being represented).

Despite the early discordant note set by N.A.G. and the Women in N.A.L.G.O. Group the conference turned out to be a highly unified affair.

A hand out to all delegates by these two I.S. backed groups claimed that the Union had been half-hearted in its support of International Women's Year culminating in this "advisory" conference; with no policy making powers. The claim was dismissed and put into prospective by Peter Morgan (N.E.C.) whose outward appearance disguised a strong but flexible chairmanship. Nonetheless it was this clique who dominated speaking from the floor and judging from the voting pattern whose views were broadly shared by the other representatives.

The excellent Pat Hewitt (N.C.C.L.) lucidly introduced the conference to the details of the Sex Discrimination Bill (soon to become an Act) and the Equal Pay Act. Her incisive brain and compelling presentation are the best type of advertisement for the women's movement. Among the intricacies of the new laws are a number of anomalies but the boundaries of sex discrimination remain to be defined through case law. It was the use of the Acts that Ms. Hewitt was most keen to encourage.

In the sphere of pay, individual cases go before the Industrial Tribunal, where the burden of proof lies with the employer once the applicant has proved disadvantage and suggested discrimination. There is also a right of appeal.

The Equal Opportunities Commission may investigate anyone, has the right to compel witnesses and demand documents for evidence, to make recommendations or issue non-discrimination notices with possible injunctions against employers. Pat Hewitt suggest that local workshops should be set up to assist and advise on the use of these two new pieces of legislation. The Devon Branch will continue to run a working party on Equal Rights who will attempt to advise members in discrimination matters.

During the rest of the day various delegates spoke to a series of motions all but one of which were carried overwhelmingly. Hence debate tended to be limited to mutual encouragement and advice. In brief the following advice was given to the Union:

- (1) To negotiate common pension benefits.
- (2) To establish choice of retirement for men and women from 55 - 65.
- (3) To improve the conditions of the lower paid through democratisation of the Union by means of greater direct responsibility to and file members; and th regular branch/departmental meetings and shop stewards.

- (4) To negotiate improved conditions locally, for flextime, paid compassionate leave and shorter working hours for parents with pro rata benefits, the introduction of creches and greater maternity and paternity leave.
- (5) To call a special N.E.C. Conference to discuss and make policy on the Equal Rights Working Party Report.
- (6) To oppose the cut-backs in the public services and consequent deterioration in services and redundancies in part time women's jobs.

All recommendations of the Equal Rights Working Party Report were accepted and the report greeted with enthusiasm, except for one delegate who was concerned that a committee dealing with equal rights should fail to consider the oppression of homosexuals. He received wide support but not sufficient to succeed in introducing an emergency motion, which lead to the only outburst of the day. The gentleman concerned accused the other delegates of being the suppressors of his gay brothers and sisters. For the time being however, equality in NALGO has its limits.

P.J. CLAYDON

FLEXTIME

Latest Situation: 5th September, 1975 - Management produce inconclusive reports on the working of flex time pilot scheme to Staff Joint. Staff suggestions of expanded pilot scheme was not received enthusiastically. Further reports will be submitted following discussions with staff side representatives.

29th September, 1975 - Executive overwhelmingly voted to pursue the full implementation of flextime throughout the County Council (only 1 against).

Meanwhile - Pilot Scheme continues in Treasurers and Architects Departments with particular regard to the extra heating and lighting costs. No meeting with Staff Side Reps yet.

P.J. CLAYDON

Coaver Club Library needs YOUR help!

Lunch-time volunteers are required to assist on MON, WED, FRI.

Coaver Club Library - 100, Williamstown Road, East 526

Coaver Corner

10

COAVER HORTICULTURAL SOCIETY
WINTER PROGRAMME 1975 - 76

Meetings commence at 6.00p.m. on TUESDAYS at
COAVER CLUB.

December 2nd A speaker from St. Bridgets
Nursery: Illustrated

1976

January 6th COMMON PESTS AND DISEASES OF THE
GARDEN: by Mr. S.A. Westcott

February 3rd ANNUAL GENERAL MEETING
followed by Coloured Slides
Presenter: Mr. S.A. Westcott

March 2nd FILM SHOW to be given by FISONS
(confirmation awaited)

TOM REARDON
HON. SECRETARY
ROOM 2, SCHOOL HUT,
COUNTY HALL.

Telephone Exeter 77977
Extension 737

C.L.E.O.

COAVER LADIES EVENING OUT

12th Aug: Though there was no official meeting
arranged for this month, several
members accepted an invitation to go
along to the Coaver Club for a putting
competition and social evening, with
light refreshments in the bar. It was
a beautiful summer evening and every-
one thoroughly enjoyed this new venture.

9th Sept: At this meeting members enjoyed a
very fine display of hand carved items
in various types of wood, designed and
made in Dawlish. These included
coffee tables, stools, clocks, baro-
meters, carved ornaments, and a range
of kitchen utensils.

28th Nov: C.L.E.O. Dance
The tickets for this event will be £1.60
each, and they will be available at
the October meeting or from the
Coaver Club Bar.

The Newtones Band will play for
dancing, and there will be an inclusive
above average buffet supper.

Do sell as many tickets as possible,
and make this a great success.

IDEAS FOR FUTURE MEETINGS

A very good response has been received to the
questionnaire, circulated for ideas for future
programmes, and we are very grateful for the wide
interest shown by so many members.

These ideas are being assessed by the Committee,
and from them we hope to provide a very interest-
ing and varied programme for next year.

NALGO VISIT TO SOUTH FINISTERE, BRITTANY
19 - 21ST SEPTEMBER, 1975

38 members from various departments embarked at
11p.m. from Plymouth on the Roscoff ferry, all
(but three) fortunately travelled well, a smooth
crossing had been ordered in advance! On arrival
at Roscoff at 7a.m. Saturday we proceeded to St.
Pol de Leon then the coast road passing the
oyster beds at Looquenole and on to Morlaix for
a breakfast stop and to find our land legs.
Continuing our journey through the Arree Mountains and
Pleyben to Quimper where we arrived at the Hotel
Celtic, at 11a.m. After a quick wash and brush
up we had an excellent lunch, there was then
time for a quick look at Quimper before setting
out on an afternoon drive. Our first stop was
Concarneau and then to Benodet a very beautiful
resort. We returned to Quimper for dinner,
another excellent meal after which most of us
began to feel slightly travel worn so we
adjourned to the bar for liquid refreshment, some
brave souls decided to sample the night life
but all were safely tucked up in bed before 2a.m.
Sunday morning everyone bright and early for
breakfast then we made our way homeward to
Roscoff stopping at St. Pol de Leon for shopping
then embarking at 11.30a.m. for the noon sailing
to Plymouth. We had an uneventful crossing, a
smooth sea again ordered!

An enjoyable time was had by all, and we look
forward to our next meeting which will be in May
when we hope to visit Dinard.

SHIRLEY APPELYARD
SOCIAL SECRETARY

NALGO

WEST DEVON AREA

XMAS DANCE

WEDNESDAY 3RD DECEMBER 1975

8p.m. - 2a.m.

NEW FIESTA SUITE

MAYFLOWER STREET,

PLYMOUTH

PRICE: 95p

Tickets available from: Miss S.A. Appleyard,
Social Secretary,
Education Department,
Civic Centre,
Plymouth.

Telephone: Plymouth 27724

NALGO visit to DINARD
May 28th - 31st 1976

Booking forms available from:

Miss S.A. Appleyard,
Education Department,
Civic Centre,
Plymouth.

Sport

TENNIS - SOUTHWEST AREA COMPETITION (MIXED)

While the Devon Men's Team were (successfully) engaged in their Final, the Mixed Doubles pairs were also winning against a team from Bournemouth.

Ron (Treasurers) and Sybil (Social Services) Morris won both their matches in straight sets, while Geoff Symons (R.C.U.) and Trudi Shepperd (Engineers) won one match and lost one, giving an overall victory for Devon by 3 matches to 1. Pleasant weather and surroundings contributed to a very successful Finals day followed by refreshments and prizegiving at the Wyvery Club, Taunton.

R. MORRIS

MENS DOUBLES, SW DISTRICT COMPETITION

After beating the holders Swindon 3 - 1 on their own "midden" in a closely fought match on Wednesday 20th August, the Devon mens doubles team, comprising of C.N. Johnson, R. Hough, J.A. Mitchell and myself, played the Bath Teams in the final on Thursday 28th August at the Wyvern Club, Taunton in what turned out to be something of an anti-climax. After dropping only two games in the whole match, on an extremely hot day, everyone was glad of an "early bath" following a rather "wearing" match.

P.J. SUDWORTH

TABLE TENNIS 1975 - 76

The Annual General Meeting has been held and W.J. Redclift has been re-elected as Chairman and D. Price elected as Secretary. Five teams have been entered in the Exeter and District League for the 1975-6 season and these are as follows:-

<u>TEAM A</u>	<u>TEAM B</u>	<u>TEAM C</u>
<u>DIVISION 2</u>	<u>DIVISION 3</u>	<u>DIVISION 5</u>
M. Riding (Capt)	R. Welland (Capt)	J. Hoer (Capt)
D. Bowles	D. Price	D. Land
H. Smith	O. Kadleck	R. Dawson
P. Curtis	R. Brooks	M. Daniel
	R. Wills	

<u>TEAM D</u>	<u>TEAM E</u>
<u>DIVISION 7</u>	<u>DIVISION 7</u>
Mrs. G. Daniel (Capt)	J. Twichett (Capt)
Mrs. J. Mackie	P. Cousins
Mrs. H. Haase	P. Fellows
Mrs. P. Rice	G. Fidler
Miss C. Chappell	P. Smith

The Mouth Interview

No sports page in complete without an interview with a football star whose personal problems have prevented him from fulfilling the massive promise of his youth. Bertie Boot. Coavers own frustrated star. talks to roving reporter Mouth, about his glittering career so far and his hopes and aspirations for the future.

"Well, Bertie, when did you realise you were a great footballer.

Well, I left this girls place kicked a stone against a lamp post and realised that even Pete couldn't kick a stone like that.

You're basing your assumption on your ability to kick stones.

Oh no! I played for the school team for years I was easily the best but none of the First Division clubs could afford the price the school caretaker put on me.

So you cut your losses and went to University.

Yes, I didn't stay because the lecturers could not keep up with my reasoning and so I left after a couple of hours.

Before the University could see you play football?

Well, I did kick a ball of paper around the campus but the caretaker asked me to put it in the waste paper basket before I could really impress.

You joined a Local Authority after you left University.

Yes, unfortunately the County Treasurers job was already taken before they had a chance to meet me. I expect they realise the big mistake they made but I'm a big enough man to allow one mistake and if they offer the job to me when he retires I'll give it serious consideration.

Have you returned to the game at which you consider yourself a master?

I've played a couple of games against the girls, I excelled of course.

Is there any truth in the rumour that the winger that you were marking was pregnant?

Just another vicious rumour to stop Don Rivie making the trip to the South West to see me play.

Well Bertie, when will you play again?

When this troublesome ankle injury clears up. Its very annoying, the bandage keeps catching my tights.

You'll be back in about three weeks then?

Provided I don't get any trouble with the fingernail of my little finger on my left hand and provided my hair isn't too greasy I'll be back in a month.

Thanks Bertie, that was great.

I know."

Mouth