

March 1984

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PLUS Books, Crossword, Letters and TASS Data.

STOP PRESS

Westland strike

Over 2,000 TASS members at Westland Helicopters in Yeovil, Weston Super Mare and the Isle of Wight have gone on strike following company attempts to introduce compulsory shift working for technical staff.

Bae now set for take-off



The 64-seat Bae ATP (Advanced Turboprop) airliner will now go into full production at Manchester.

BRITAIN'S stake in the A320 Airbus is now assured following the Government's agreement to provide £250 million launch aid.

The repayable aid enables British Aerospace to accept responsibility for the planned 26 per cent share of the 150-seat aircraft covering the design and manufacture of the complete wing.

"We welcome the support of Her Majesty's Government for the provision of launch investment which allows British Aerospace and its international partners to

offer the world's market a family of aircraft — an important strength in depth," said Sir Austin Pearce, British Aerospace chairman.

"The package covers the early years of this project when there is no income from the sales of the aircraft. The latter part of the programme will be funded by resources generated internally by British Aerospace which, together with the facilities already in place, allow us to proceed without depriving the rest of the company of its development needs.

"In clearing the way for

British Aerospace participation in the A320, we have been able to announce the production go-ahead for the 64-seat Bae ATP (Advanced Turboprop) airliner, for entry into airline service in 1987," Sir Austin added.

Commenting on the launch aid decision, TASS national organiser for aerospace Chris Darke said: "A lot of the credit for this decision must go to our members and sponsored MPs for the magnificent campaign they fought to get this plane off the ground — particularly the Aerospace Week of Action last November.

"Without this campaign the Government would not have been forced to supply the launch aid, the work would have gone abroad, British Aerospace would have ceased to be a major manufacturer and thousands of people would have lost their jobs."

Engines for the A320 will be provided initially by the

France-US consortium CFM International and called the CFM 56 Dash 4.

But, as the recently established five-nation company International Aero Engines (in which Rolls-Royce, the US, Italy, West Germany and Japan all participate) gets its projected V-2500 engine off the ground, this will be offered as an alternative power plant.

In addition to its share of finance for the A320, the Government is also subscribing £113 million towards the total Rolls-Royce £226 million share of the V-2500.

Venture

Mr. Bernard Lathière, president and chief executive of Airbus, said that the UK Government's decision to lend £250 million of launch aid for the A320 had put that venture firmly on its way.

He said the time had come to widen the Airbus family so that it could compete with US manufacturers such as Boeing and McDonnell Douglas.

To do this, he saw the need not only for the 150-seat A320 to complement the 250-seat plus A300 and the 220-seat A310 but also a new

larger 320-seat plus twin-engine medium range jet, the TA9, and a new, very long range four-engine 230-seat TA11.

The A320 go-ahead will secure about 4,500 jobs within British Aerospace at a number of factories, particularly Chester, and at least 2,000 in related industries, while the ATP will now move into the full production phase at Manchester.

Orders for the A320 now stand at 51 firm and 45 on option, including ten (seven orders and three options) for the first UK customer, British Caledonian, who plan to begin scheduled services in spring 1988.

Chris Darke pointed out that these decisions do not resolve all the problems. A lot of the finance for these projects British Aerospace has said will be generated internally or borrowed from outside.

"On the A320 the Government is putting in less than half the total involvement of £650 million. This is in sharp contrast to the German and French governments who are giving 90 per cent and 100 per cent of their involvement respectively.

Piecemeal

"We require to know more about how the money over the £250 million on the Airbus and all of that on the ATP is being found. Funding the ATP and the A320 must not be at the expense of workers in British Aerospace or elsewhere in the industry.

"We must continue to press for the adoption of an aerospace strategy so that we don't have to fight on each project in a piecemeal fashion and to also ensure that the British aerospace industry will retain and strengthen its diverse capability," he added.

Bae AIRLINER FAMILY

Bae family of civil aircraft, including partnerships with Airbus, now comprises:

125-800 turboprop business jet	5-10 seats
Jetstream 31 turboprop light transport	18-19 seats
Super 748 turboprop airliner	44-52 seats
ATP turboprop advanced airliner	64-72 seats
146 turboprop jetliner	82-109 seats
A320 turboprop single aisle airliner	150-180 seats
A310 turboprop wide-body airliner	190-252 seats
A300 turboprop wide-body airliner	220-345 seats

TASS wins craft and staff rights

SOLE bargaining rights have been won by TASS for all employees below senior management level at Graseby Dynamics Ltd., Watford, Herts, including all of the manual grades, who represent a substantial section of the membership.

TASS already has nearly 250 members out of the approximately 380 employees and the agreement extends to the new premises that the company is currently expanding in to.

Concurrently a wage agreement has been concluded which gives 5½ per cent across the board, plus 2¼ per cent for anomalies identified by a salary census initiated by Divisional Organiser Howell John.

The majority of the membership will benefit from

the "anomalies" increase and, in addition, a further 1 per cent of the wage bill will be used to improve rates of pay for jobs that have fallen behind the market rate.

The company, which undertakes military electronics contracts but also has an important and developing medical electronics division, is a member of the EEF and insisted to the EEF that they wanted one union — TASS — at the company.

In stressing the importance of this new agreement which includes staff and craft, Howell John pointed out the membership includes wiring operators, all the traditional trades and skills in the machine shop, including tool makers and supervisors, as well as more traditional areas.

APAC merger move

THE Executive Committee of the Association of Patternmakers and Allied Craftsmen (APAC) has recommended a merger with TASS, and discussions are now taking place on structural arrangements.

The recommendation has to be endorsed by APAC's conference in May and then by an individual ballot of its nearly 10,000 members.

The 112-year-old union organises skilled craftsmen in the engineering industry and a number of former patternmakers are already TASS members following a move to a staff position.



Picture: Pat Mantle.

UP YOUR PIPE

CRAFT Sector members in the heating and ventilating industry fire the first round in their campaign for a decent wage and a genuine 38-hour week. They demonstrated outside the employers' London headquarters last month

in support of their five-point claim.

A deputation led by Martin Gould (left), No. 7 District Officer, presented a declaration to the employers. For full story see page 12.

Science and Technology-serving London's needs

New technology does not have to destroy jobs. It can be used to create them too — and in ways that make work more rewarding, and meet social needs

But we can't just trust to the profit motive and market forces to make sure that the wonders of new technology are actually used that way. So we shall have to do the job ourselves.

The resources we need are already to hand, in the workplaces and the communities, where the inventiveness and creativity of ordinary people can be found, alongside the needs our society ignores.

A pipedream? At the Greater London Enterprise Board we don't think so — we are going out and doing it. In this financial year we are making £4m available to set up the first four 'technology networks'.

These aim to tap the skill and know-how of scientists and technologists in the research departments of London's universities and polytechnics — and link them up with groups in the community and the workplaces.

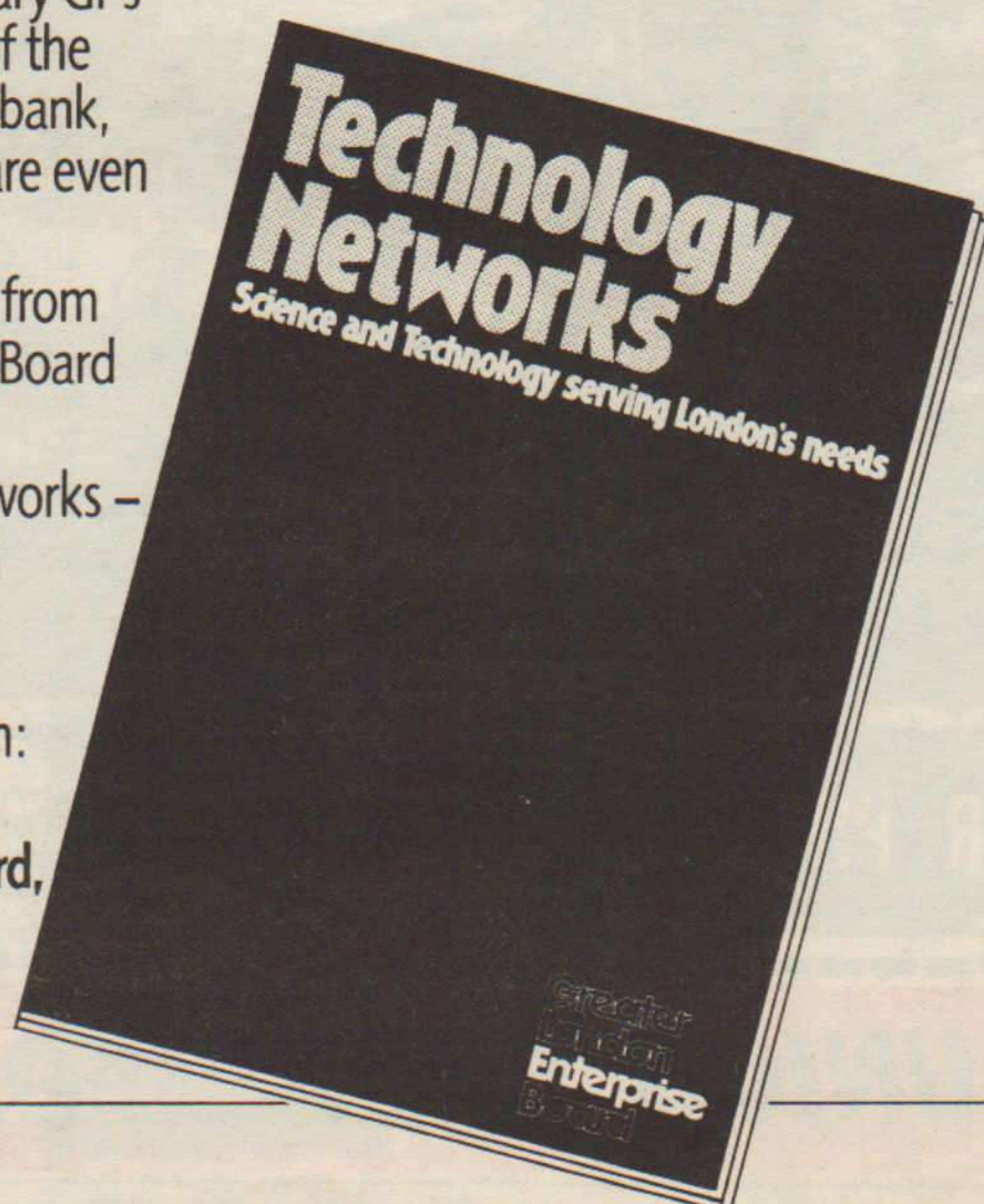
That way, unmet needs can be matched up with unused inventions. The result will be a 'product bank' of job-creating new products and services. These can be made available to workers and management in firms where jobs are threatened: or used to create jobs in new co-operatives or private firms

Robot arms: products for the disabled identified by their own organisations: energy-monitoring and energy-saving devices identified by tenants: computer software to make the expertise of specialists available to ordinary GPs and patients; these are some of the projects already in the product bank, before the first four networks are even fully under way.

Interested? A new booklet from the Greater London Enterprise Board tells you more.

Copies of 'Technology networks — science and technology serving London's needs' are available (75p each or 50p plus p+p for bulk orders of 10 or more) from:

'Technets' Ref. TA,
Greater London Enterprise Board,
63-67 Newington Causeway,
London SE1 6BD.



Greater
London
Enterprise
Board



Deputy general secretary Barbara Switzer pledged TASS's support for fellow trade unionists.

TASS HQ BACKS ANTI-DIMBLEBY DEMONSTRATION

TASS national officials and Richmond head office staff turned out in force on March 6 in support of printworkers and journalists in dispute with the Richmond and Twickenham Times, whose managing director is broadcaster David Dimbleby.

Over 1,000 trade unionists marched through the town in the protest organised by the NGA and NUJ against compulsory redundancies and the use of non-union printers. There was a strong contingent of NGA members from the North West, including some of the Stockport Six.

TASS deputy general secretary Barbara Switzer told the rally: "Dimbleby's reputa-

tion as an objective reporter has been badly damaged.

"No self-respecting trade unionist will take part in any programme he is involved in."

NGA members thanked Barbara for the support given to them by TASS in the form of a meeting room at TASS headquarters and collections from staff and officials.

Tony Dubbins, NGA general secretary elect, read out a message from Labour Leader Neil Kinnock pledging that no member of the Shadow Cabinet or national executive would take part in David Dimbleby's programmes.

Marconi staff win 25%

A JOINT union — management job evaluation scheme has won secretarial staff and others rises of more than 25 per cent at Marconi Communications Systems in Chelmsford.

Seven hundred administrative workers were awarded rises of up to 7.92 per cent in the initial stage of phasing in the new grading structure.

All the staff introduced into the scheme had a limit of 5 per cent set on the salary increase they would at first receive. A general increase of 2.92 per cent was paid on top of that, and both increases were backdated to October 1, 1983.

On April 1 this year there will be a further increase of 2 per cent, and on October 1 all those whose increases should have exceeded the initial 5 per cent maximum

increase will receive the full rate for the job.

This means further rises of up to 25 per cent for some, such as secretarial staff.

Annual increments of 3 per cent will be paid on the rates at the same time, as staff will have by then been working on their grade for a whole year.

TASS member Mick Elliott, who chairs the joint

office committee, said, "The new job evaluation scheme recognises at last the skills involved in secretarial type jobs. It's gone a long way to removing the inbuilt sex discrimination that existed in the old management-controlled scheme."

"There are still a lot of problem areas to be sorted out, but we hope that the appeals procedure will deal with most of them."

Cold shoulder for Chile

THE Royal College of Defence Studies has cancelled a tour of the South West after TASS and other unions refused to meet the study group because it included a Chilean air force colonel.

Amnesty International and the Chile Solidarity Campaign have congratulated TASS on its stand. The meeting would have taken place in Cheltenham.

Private medicine kills ...

Private medical insurance and the whole field of commercial medicine is not necessarily the panacea for all ills, as this unfortunately tragic true story graphically illustrates.

IN June 1981 John Mitchell, aged 45, developed severe headaches and migraine. A private doctor sent him for a check-up to the private Charter Clinic in Chelsea (fee £150 a day), where they took 40 days to find out that he was having epileptic fits.

Mr. Mitchell was transferred to the private Wellington Hospital, where viral encephalitis was diagnosed and he was treated for three weeks before it was realised that he was not properly insured.

They then demanded an

immediate payment of £6,000 — which he paid — and put him in a taxi to the Brook General NHS Hospital, from which he was discharged a few days later.

When he got home he found the £5,645 bill from the Charter Clinic and bills totalling £3,000 from nursing agencies which had provided special care when he was in hospital.

When he went into hospital he thought he was insured but it was discovered that his policy paid out only £3.44p a day against hospital charges of more than £150 per night.

Meanwhile he had lost his job and was on social security. He could not pay these bills and one of the nursing agencies took him to court

and got an order on his flat, forcing him to sell it.

Mr. Mitchell could not take it any longer. In July 1983 he committed suicide. *Labour Research, January 1984.*

One in the eye for Maggie ...

A private hospital had to borrow NHS equipment to operate on the Prime Minister's eye last year.

Labour health spokesman Frank Dobson has accused Mrs. Thatcher of hypocrisy for not disclosing that she needed NHS help for the operation to go ahead.

The Document

I agree not to join a trade union or to engage in its affairs or to discuss with its officials my terms or conditions of service.

THESE words have not been culled from the archives as part of the TUC's commemoration of the Tolpuddle Martyrs who were deported to a penal colony 150 years ago this month. They are the key sentence of the document presented to GCHQ staff with the grim choice: sign away your union rights or sign away your job.

If we were ever in doubt, now we know for sure what Mrs. Thatcher means by Victorian values, for in the last century exactly the same ultimatum — known as the Document — was the focus of trade union struggles.

Much has been written and said of the Government's latest move in its war against trade union members, but no-one has bettered what Labour's Shadow Foreign Secretary Denis Healey said in the Commons:

"The Foreign Secretary and the Prime Minister talk of conflicts of loyalty. They have forced on the staff in GCHQ the most damaging conflict of loyalty known to man — loyalty to principle as against loyalty to family ..."

"Every trade unionist in Britain feels threatened by what the Government have done ..."

"I have not wasted time on the Foreign Secretary this afternoon, although I am bound to say that I feel that some of his colleagues must be a bit tired by now of his hobbling around from one of the doorsteps to another, with a bleeding hole in his foot and a smoking gun in his hand, telling them that he did not know it was loaded."

"The Foreign Secretary, however, is not the real villain in this case; he is the

fall guy. Those of us with long memories will feel that he is rather like poor van der Lubbe in the Reichstag fire trial.

"We are asking ourselves the question that was asked at the trial: who is the Mephistopheles behind this shabby Faust? The answer to that is clear."

"The handling of this decision by — I quote her own Back Benchers — the great she-elephant, she who must be obeyed, the Catherine the Great of Finchley, the Prime Minister herself, has drawn sympathetic trade unionists, such as Len Murray, into open revolt."

"Her pigheaded bigotry has prevented her closest colleagues and Sir Robert Armstrong from offering and accepting compromise."

The extent of opposition to the Government was made clear by the Conservative member for Cheltenham, Charles Irving:

"There was never a hint of disruption at Cheltenham or at any of the outstations involved in the Falklands campaign for the entire duration of hostilities, and the imputation that there had been, hurt, infuriated and deeply wounded staff."

"The latest slur, conveyed to the general secretaries of the unions last Thursday, that union membership at GCHQ involved a risk of putting people's lives in danger, is completely beyond the bounds of decency and truth."

What more can you say?

KEN GILL.
General Secretary.

tass comment

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Name and Address

..... Telephone No..... Occupation.....

Age..... How long in UK..... Licence and how long held (Full/Prov)..... Years any previous accidents, losses or convictions? YES/NO (if YES please list details separately)

Vehicle make and exact model.....

Year..... Value £..... Is the car normally garaged? YES/NO

I am at present insured with at a premium of £.....

When my policy expires on I will be entitled to a No Claims Bonus of.....

Tick off Cover required

Comprehensive Third Party Fire and Theft Third Party only

DRIVERS Insured Only Insured and Spouse Only

Any Driver over 25 Any Driver

Please list details of all drivers under 25.....

EXCESS Nil I will pay first £25 £50 £100 of any claim



The London banner of NUSMWCH&DE — now TASS Craft Sector — carried down Fleet Street in support of the GCHQ trade unionists.

Pat Mantle

Nationwide backing for GCHQ action

MILLIONS of civil servants and fellow trade unionists — from dockers to town hall officers and brewers to the staff of the Vehicle Licensing Centre — turned out for the civil servants' unions' day of action last month to tell Mrs. Thatcher they oppose her theft of rights from GCHQ employees.

TASS members gave strong support throughout the country, with many large factories stopping for half a day, or holding meetings in works time or at lunch time. TASS President Roy Hutchison described it as "a tremendous turn out, a very good response considering the short notice given."

Roy addressed a rally in Nottingham where 50,000 people came out, including from Raleigh and Boots. He pledged TASS' backing for the GCHQ

staff in their fight to retain their rights and said the campaign must continue to make sure their rights are reinstated.

There was an excellent response in Liverpool where Ford's, AP and Plessey plants joined the protest, and a big demonstration and rally was held in the city.

It was the same story in other industrial centres.

The TUC has announced that it will boycott meetings of the tripartite (government/employers unions) National Economic Development Council.

● TASS has written to congratulate AUEW general secretary Gavin Laird on the stand of the 50 AUEW members at GCHQ, none of whom have taken the £1,000 bribe to leave the union, according to Mr. Laird.

'Scandal' to sell Inmos to US

IT is scandal to sell Inmos, and £115 million of micro-processor research and know-how paid for by British taxpayers, to America's giant A.T. & T., said TASS last month.

"We all know chips are vital to our industry and services, yet we are importing chips and chip technology from abroad," said Larry Brooke, secretary of the TASS Information Technology Advisory Panel.

"Inmos was created by Labour's National Enterprise Board to redress this situation. Even high Tory, Sir Keith Joseph, when industry supremo, gave Inmos more grants and strong moral support.

"For strategic reasons Inmos should stay under public ownership and control. But if Mrs. Thatcher, with her big majority in Parliament, cannot see the commonsense of this and insists upon forcing privatisation through, Inmos should at least stay in British hands.

"GEC and other British firms are clearly interested. This is a case when selling to the highest bidder at all costs is clearly against the national interest. A few dollars today from A.T. & T. will mean in the long term less jobs, more imports, less exports and a blow to Britain's technological future."

Talbot's £20m

TALBOT, part of the Peugeot combine, has announced plans to invest £20 million in building an advanced assembly plant at Ryton, Coventry.

The company says this will secure the jobs of 2,000 Midlands car workers.

Peugeot has decided to involve Ryton in the development of their new medium-range model, code-named C28.

Lithgow move

UNION representatives at Clydeside's Scott Lithgow shipyard are seeking assurances on the level of jobs to be retained if the much-heralded partnership of Trafalgar House and Howard Doris takes over the yard.

They fear that talk of "sacrifices" needed from the workforce refers to their jobs.

Trafalgar House has previously talked in terms of a future workforce of 1,500, Howard Doris of 3,000. The present workforce numbers 4,000.

TUC calls for a bigger BL

A publicly-owned BL capable of producing 2 million vehicles a year is the centrepiece of TUC proposals to halt the decline of Britain's motor industry.

The study, which has been prepared for an automobile industry conference at the end of this month, envisages BL taking over some of the operations of other manufacturers and more joint ventures with Japanese companies.

It also calls for government action to raise demand for British motors by giving the economy a boost and controlling imports of foreign cars.

The Congress House document comes out strongly against plans to privatise Jaguar and Land Rover. It criticises the government for denying finance for production of cars such as the Metro, saying this indicates the government's acceptance of BL's slow demise.

The TUC calls for a larger, stronger BL which could produce 2 million vehicles annually, compared to 1.3 million last year.

The British share of an expanded domestic market should be about 70 per cent compared to 43 per cent in 1983, says the document.

"To enlarge BL's opera-

DECLINE OF THE UK MOTOR INDUSTRY

	Production (millions)	Exports (000s)	Employment (000s)	% share won by imports
1973	1.747	605	536	27.4
1975	1.268	532	489	33.2
1977	1.328	563	464	45.4
1979	1.070	393	459	56.3
1981	0.920	305	348	55.7
1983	1.006	237	289	57.1

tions and to make its life less precarious, a plan may have to be implemented for BL to acquire some of the production and dealership facilities currently owned by multinationals operating in the UK," says the document.

TASS Automobile Industry Advisory Panel has already studied the TUC document and is in broad agreement with its proposals.

"We view a debate on the whole industry as long overdue," said TASS national organiser Jim Thomas. "This paper is very timely as we are currently threatened with Nissan coming to Britain, which is bound to hit BL."

"TASS has always argued that a successful publicly-owned BL is essential to the survival of motor manufacturing in Britain."

Jaguar — endangered species

THE BRITISH JAGUAR will be an endangered species if the car firm is hived off from British Leyland, TASS warned last month.

"Our members in Jaguar and the rest of BL are convinced that hiving-off would be a serious blow to the British motoring industry," said Jim Thomas, national organiser, after a meeting of the TASS National BL Committee.

"Although we have produced a winner in the XJ6, Jaguar is clearly too small to stand on its own.

"Internationally, the automotive industry is continuing to concentrate and Jaguar is bound to be snapped up by General Motors or some other multinational.

"After years of struggling towards profitability, why should not British taxpayers now see a return on their £100 million past subsidies to Jaguar?"

Imports still on the rise

IMPORT penetration is still on the increase.

The latest figures for import penetration — imports as a percentage of home demand — show that in the year to March 1983 it rose to 29.9 per cent as against 29.2 per cent the year before and 25.9 per cent the year previously.

Two industries especially affected were passenger cars (58 per cent) and electrical and electronic engineering, up from 31 to 41 per cent in two years.

Rising import penetration would matter less if exports were also rising as a proportion of manufacturers' sales. But the export share declined from 28.3 per cent in June 1982 down to 27.2 per cent in the year to March 1983.

Import penetration

Year ended:	March 1981	March 1982	March 1983
Total manufacturing industry:	25.9	29.9	29.9
of			
Metal manufacturing	26	26	26
Chemicals	28	32	33
Man-made fibres	57	61	68
Mechanical engineering	28	33	32
Elec. and electronic engineering	31	38	41
Passenger cars	50	56	58
Instrument engineering	53	59	59
Food, drink and tobacco	17	19	19
Textiles	34	39	40
Leather & leather goods	40	43	42
Footwear and clothing	29	34	34
Timber and wooden furniture	26	29	29

Low pay now £98

THE TUC'S low pay guidelines have been updated and now stand at £98 a week.

This figure, which is widely used by negotiators, is based on two-thirds of average male manual earnings.

Although it represents a "family income" which is scarcely above the official poverty line, it is still considerably more than the wages paid to many workers including some on government contracts.



TASS members on the John Hall picket line.

Director says strikers need 30 per cent rise

SOME of our members on strike at John Hall, metal stockholders in Worcester, would get more money on the dole than they receive in their pay packet.

Company director Michael Darby admitted three months ago that a wage rise of at least 30 per cent was needed to meet the district average wage.

In November they had a "good faith" payment of 10 per cent — the first wage rise for four years — and the promise of further talks to level up salaries that, even

with the 10 per cent, still ranged from about £66 to £79 a week for the seven staff members.

But it took a 24-hour strike in February to get a meeting!!

When they eventually got round the table they received a flat refusal on any further pay rise this year. What really incensed our members was that the £70 a week the company saved, through the non-replacement of a colleague, was not even considered for a share-out.

They had no alternative but strike action or be door

mats and there has been a picket on the gates since February 29.

John Raybould, TASS committee chairman, said: "The picket has been very effective, with nothing in bulk going in or out of the warehouse.

"It has been great the way lorry drivers, as soon as they see our "official" notice, turn round with the old thumbs up. Our full time and lay officials have also been source of strength and confidence — we are going to win this one."

John Harris (JFL)

While the government outlaws unions at GCHQ, the TUC commemorates the Tolpuddle Martyrs

WHEN FARM labourers met under a sycamore tree on the common of a small Dorset village in 1833 to discuss ways of increasing their standard of living, they little realised what they had started, or that their actions would be echoed by future generations until like-minded men and women numbered millions.

Six of those men from the village came to be known as the Tolpuddle Martyrs. Their story is one that most school children have come to know from their history books, because in meeting to consider how they could increase their weekly earnings to a level above mere survival, these workers dared to form a trade union and in the eyes of their masters this was considered a crime, although by that time it was not illegal.

Illegal oath

They were arrested, on the morning of February 24, 1834 on the trumped-up charge of taking part in "an illegal oath ceremony". At Dorchester Assizes on March 16 George Loveless and his brother James, Thomas Stanfield and his son John, James Brine and James Hammett were, in a rigged trial, found guilty and sentenced to deportation for seven years to a penal colony in Australia.

These sentences provoked an immense outcry in Britain — not just among the working class but from all sections of society — with the result that a campaign for their freedom was launched in this country.

Appalling

Eventually, after a terrible journey and several years of appalling privation, the campaign won them free pardons and they returned to England.



"What you have sowed, we are reaping." Vicky's 1941 News Chronicle cartoon of the Tolpuddle Martyrs and the £3 minimum wage in agriculture.

The six men of Dorset

TUC general secretary Len Murray pays tribute to the Tolpuddle Martyrs.

This was but a single episode in the long and stormy history of the struggle for trade union rights in Britain, a struggle which has taken many twists and turns.

Today's trade unionists honour the Tolpuddle Martyrs because their courage helped to establish the basic freedom of working people to unite in pursuit of their

own interests.

The sacrifice of the martyrs has rightly earned them a place amongst the pioneers of the trade union movement. And this, the 150th anniversary of their stand for the rights of working people, is an appropriate time for us all — whether active in the movement or just content to carry a union

card in our top pocket — to reassert the value and importance of trade unions in Britain today.

Humanise

The legal representation of members involved in accidents and the representation of individual grievances by local union representatives

does much to humanise employment and make it more fair.

The joint campaigning with pensioners, young people — especially the unemployed — and for better education for all are examples of the way in which the trade union movement gives a wider service to individual members.

The campaign against the health service cuts and for top-class medical provision for the whole community is a major feature today and comes appropriately from the trade union movement which did so much pioneering work in the creation of the Welfare State now under attack.

More than 50 per cent of all employees in Britain hold a union card, recognising the protection it gives. Worldwide, hundreds of millions of men and women belong to trade unions.

Struggles

Struggles are still being fought, and hardships endured, by workers determined to establish free and independent trade unions in every corner of the globe.

The scope of the work of unions has extended greatly since the time of George Loveless and his friends. But the abiding purposes remain the same.

The courage of the Tolpuddle Martyrs, and their refusal to submit to tyranny and oppression, lit a fire 150 years ago that still burns bright today.

The TUC intends to mark the anniversary in a number of ways and these are set out below:

- supporting the annual rally in Tolpuddle this summer;
- arranging a number of festivities in London including a "Bread and Roses" Tolpuddle Special.
- producing a first day postal cover;
- producing a commemorative mug and plate;
- mounting an exhibition at Congress House to run for several weeks in the summer and preparing a travelling exhibition for use at union conferences and at Congress itself;
- providing for sale at union conferences, commemorative post cards and souvenir badges.

TUC honours the martyrs

The TUC is marking the 150th anniversary of the Tolpuddle Martyrs with special stamps, mugs, badges, exhibitions, concerts and rallies.

On March 6 a first day cover of a full set of GPO agricultural stamps was issued with the first set being despatched by TUC chairman Ray Buckton from a special post-box in Tolpuddle.

This month also sees the issue of the 1934 TUC booklet which tells the story of the martyrs' trial, transportation to a penal colony in Australia, and return to Britain with a free pardon three years later following a nationwide storm of protest.



The first to come back (l to r): James Brine (age 25), Thomas Stanfield (51), John Stanfield (25), George Loveless (41), and James Loveless (29), James Hammett the sixth martyr, returned later than the others. He is buried in Tolpuddle.

Commemorative plates and mugs are now available from the TUC, while

souvenir badges and post-cards will go on sale at union conference this year.

The TUC will be supporting the annual rally in Tolpuddle, organised by the local agricultural workers group of the TGWU, which takes place on July 1. Australia's Prime Minister Robert Hawke has been invited to this event.

The TUC is also planning a number of London events including a "Bread and Roses" Tolpuddle Special concert. It is

also running a special exhibition for several weeks in Congress House and there will be a travelling exhibition for use at Union conferences and at Congress itself.

Further events are planned throughout the year.

We can be sure that at a time when union rights are under attack once again that trade unionists will remember the Tolpuddle Martyrs — and the successful campaign that won them their freedom.

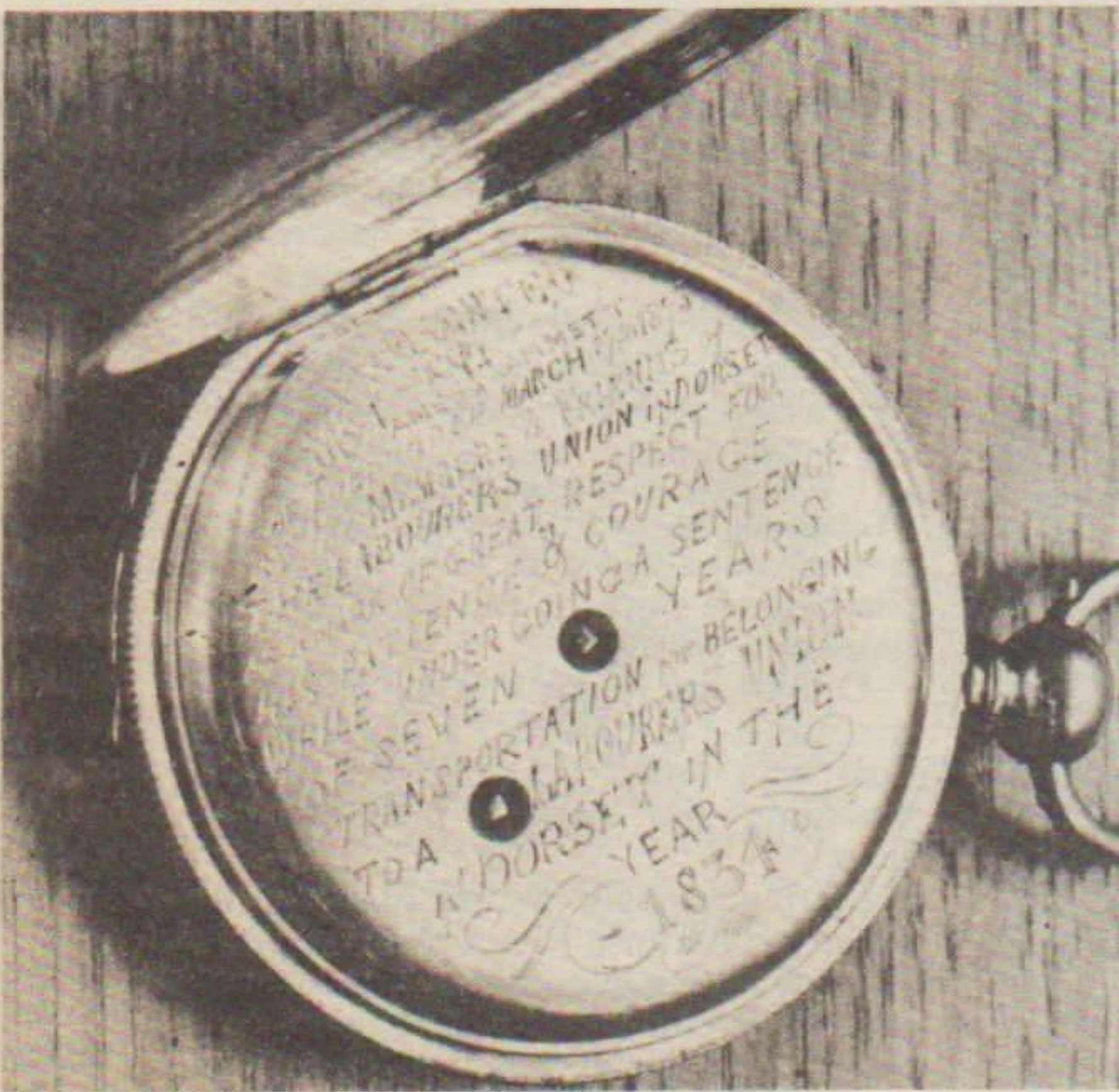
Visit the museum

If you ever plan to motor West, it's well worth visiting the village of Tolpuddle including the martyrs' museum housed in the six memorial cottages built by the TUC in 1934.

The museum exhibits tell the story of the Tolpuddle Martyrs in the context of the struggle to set up trade unions in the early 19th century and the conditions of agricultural labourers.

Among the items on display there are a letter from George Loveless to his brother James, a picture of the demonstration against the transportation of the martyrs on April 21, 1834, and a poster for a public dinner to celebrate the remission of their sentences.

The exhibition also includes the watch presented to James Hammett by the National Agricultural Labourers' Union in 1875. James Hammett's grave is nearby in St. John's Church, along the road from the Martyrs' Tree.



Commemorative watch presented to James Hammett in 1875 "by members and friends of the Labourers' Union in Dorset as a mark of great respect for his patience and courage while undergoing a sentence of seven years transportation for belonging to a Labourers' Union in Dorset in the year 1834."

Campaign song adopted in fight to free the Matyrs

God is our Guide! From field, from wave, from plough, from anvil and from loom, We come, our country's rights to save, And speak the tyrant faction's doom; We raise the watchword "Liberty",

We will, we will, we will be free! God is our Guide! No swords we draw, We kindle not war's battle fires, By reason, union, justice, law, We claim the birthright of our sires; We raise the watchword "Liberty", We will, we will, we will be free!

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As the 54th TUC Women's Conference meets in Torquay, T

TASS FIGHTS

THE WOMAN ENGINEER

TASS deputy general secretary Barbara Switzer talked about her experiences as a woman in engineering to BBC Woman's Hour's Sue MacGregor last month. We reproduce most of the broadcast.

SUE MACGREGOR: Only a tiny percentage of women become professional engineers and not many more even start the training courses that are available at universities and polytechnics.

Our special guest today is a rare bird indeed then — former engineering apprentice Barbara Switzer, who is also one of the few women at the top of the trade union movement now that she's deputy general secretary of TASS.

Barbara, I said earlier one of the reasons why you were rare was that you were an engineering apprentice. That was back in the late 1950s when presumably it was even rarer. What made you become one?

BARBARA SWITZER: Well, I didn't have a particular ambition to go into the engineering industry when I was at school.

At that time the careers advisory service for youth used to visit schools and had various ideas, and having a distinct interest in maths I thought maybe there was something around that I could use my maths and do some drawings.

They suggested that I go and apply for an apprenticeship at what was Metropolitan Vickers in Trafford Park in Manchester, where they were offering 120 special apprenticeships for draughtsmen and I was successful. I didn't really know what I was letting myself in for when I went there.

S.M.: How many girls were there?

B.S.: There were six out of 120 altogether, and only two of us actually finished the apprenticeship.

S.M.: Did it feel quite pioneering at the

time and was it difficult for you to settle into it?

B.S.: I didn't feel as if I was pioneering anything, but it did strike me once I'd started that it was somewhat unusual, simply because people were anxious to come and talk to me about why I was there: "We've never had a woman before", and "don't you find it difficult?"

One of the preoccupations of some of the boys was: Would I ever get married? Simply because they could see me earning more money than a lot of men and therefore my prospects of marriage somewhat diminishing.



S.M.: I would have thought they would have been a lot better, but anyway... as a draughtsperson — you were a draughtsman but I suppose a draughtswoman was a word that wasn't coined at the time — what exactly were you expected to do?

B.S.: Well, the apprenticeship was a fairly standard one where you did practical training as well as theoretical training and college studies on a part-time basis.

Initially once one finished the



Barbara Switzer: "I never accepted I was less than equal."

apprenticeship you were usually working with a draughtsman, and sometimes a draughtswoman who had been in the industry because of the war years.

You worked very closely with someone and gradually received on-the-job training and gathered experience in design work and detailing work and original projects.

S.M.: Did you go on then to get quite interested in union work as a result of any sort of discriminatory treatment? What got you into the unions?

B.S.: Well I joined the union whilst I was an apprentice because my father had always been in a trade union.

It was the fact that the Equal Pay Act was being suggested that started me being more active than I had been — simply because I never got equal pay even though I'd done equal training.

Also there was a threat of job loss due to the company having been taken over a number of times and the closure of the factory in which I worked. That had to be dealt with and tackled, and I gradually got involved in that way.

S.M.: Did you at first, when you were much younger, accept the fact that because you were a woman you automa-

tically got paid less, or did it seem extremely unfair from the word go?

B.S.: No, I never did accept it. When my chief draughtsman was showing a group of women around the drawing office he actually said to me in front of them: "tell me, do you consider yourself to be equal with your colleagues in this office who are men?"

I said "Yes, of course I do."

He said, "Well you surprise me."

But I never, never accepted that I was anything less than equal to them, although there was a lot of prejudice. It wasn't hostile, but nonetheless men are subjected to the pressures of society with prejudices as much as anybody else.

S.M.: Now that you're deputy general secretary of TASS, what actually are your responsibilities? Ken Gill, well known unionist, is your boss. He's general secretary. What do you actually do for?

B.S.: Well, I deputise for Ken on all occasions when he's not available if he's away or what have you. We have four to five officials who would in those circumstances come directly under my control.

Any massive problems that arose and we had to make immediate decisions I would have to make them, make them in consultation with other senior colleagues as well of course. But I would be totally responsible for the organisation in his absence.

S.M.: Women form only 10 per cent of your membership. Presumably you would like that to be a lot higher, but I know that in the past, when you had a bit more time to do such things, you worked for the Women's Engineering Society, and you're still a member.

You went round schools as a careers officer trying to encourage girls to become engineers. What was their attitude then ten or so years ago to becoming engineers?

B.S.: During that time I was still working in industry. It wasn't paid employment, it was done on a voluntary basis.

I was very concerned about the lack of girls in engineering and I think that was the impetus for me to be involved in the careers work of the Women's Engineering Society.

One of the things that always struck me was we always had a table for the girls who might be interested in engineering and another table for the boys.

I often thought we all ought to sit together, because very often the problems of getting people into engineering, and the training problems, were very much the same. I always felt that perhaps if we did it together then it wouldn't seem so strange for girls to be there.

S.M.: How much in the union movement encouraging women engineers?

B.S.: Well, I think consciousness about cause women have equal opportunities now.

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S.M.: And are th them to do bett movement, and agree with me, i dominated movem

B.S.: Well it is a m ment and it still h because they wor men, and for wom is a very difficult

Nonetheless th whether or not engineering, will and will be able factories, will lar employer.

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S.M.: The wo separately in Mar resolutions there o this WISE year.

B.S.: Well I thin will help to explai engineering peopl about, because course, will unders engineering.

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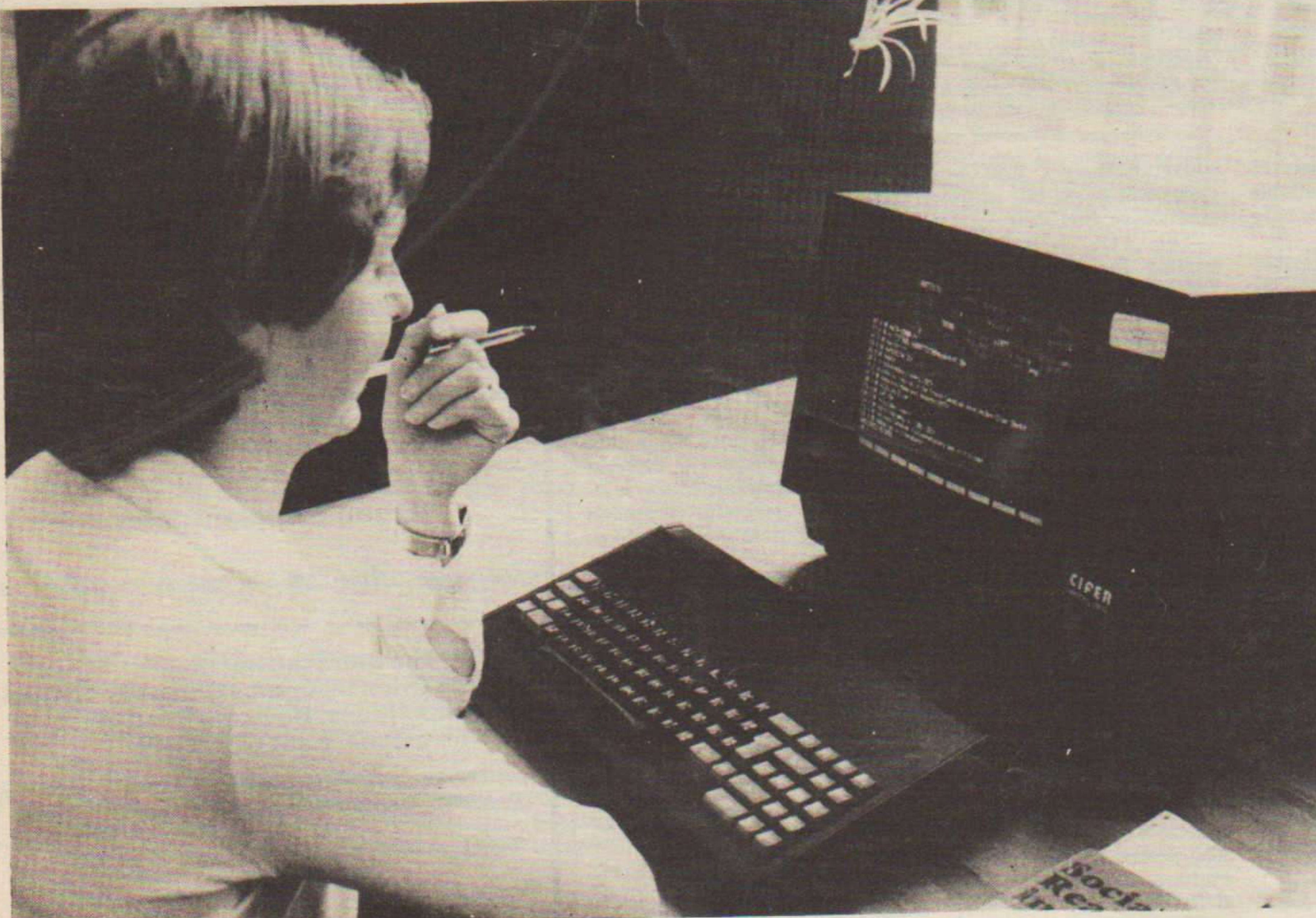
S.M.: Examples — current phrase — aren't they to enc are not many rol excellent women en reasons. But there have encouraged y forces have quite

B.S.: Well, in the where women did to go into the engi consequence of the tries as well, and remains the same. employers who they're going to perhaps a little bit this than others.

S.M.: Can you m

B.S.: Well, Mar particularly good and they've don arrange training fo come from jobs th different field and

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"Women have a right to decent paid employment"



TASS looks at how TASS is working for women in industry

FOR WOMEN

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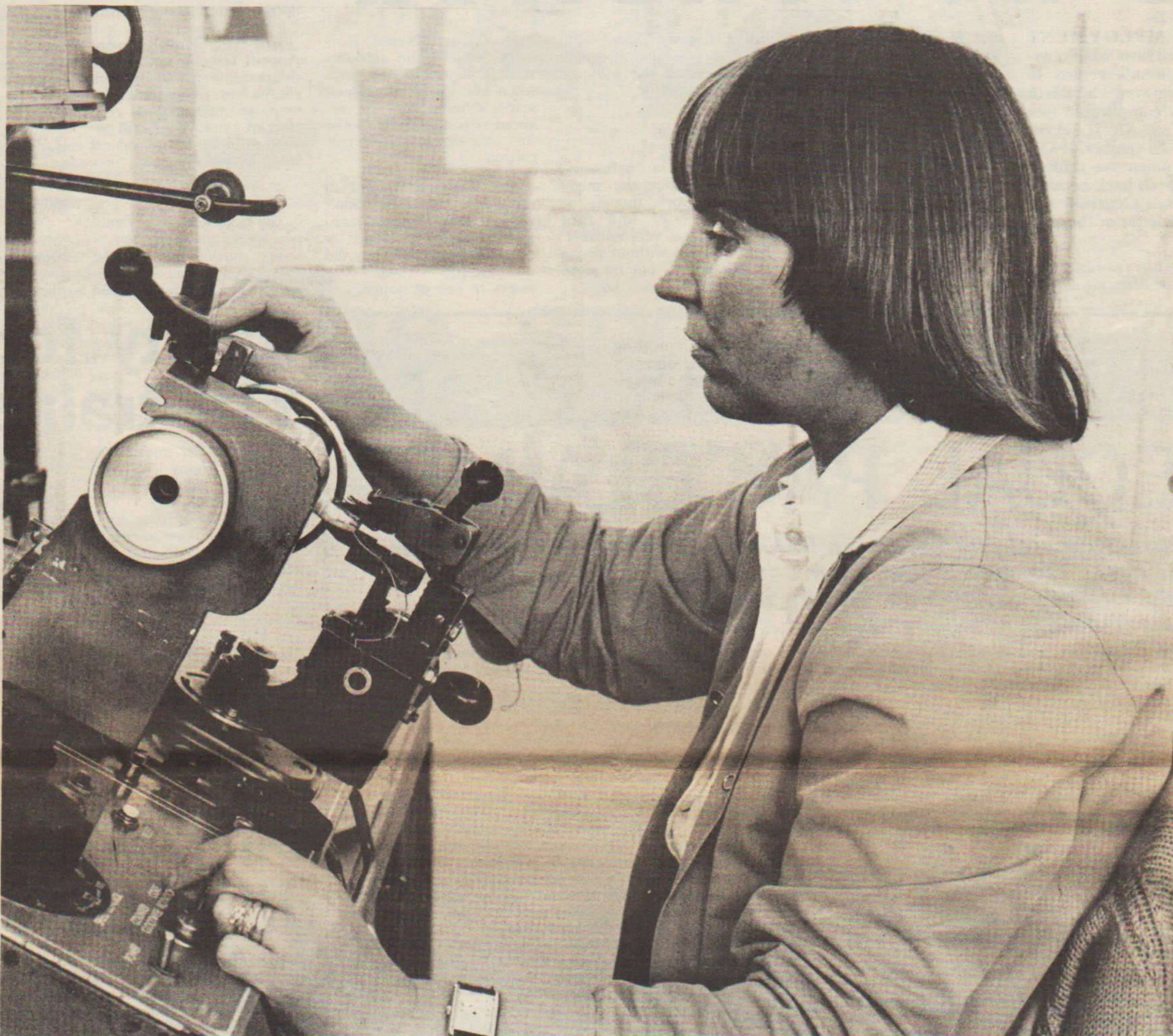
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TASS is calling for better training for women.

WIN EQUALITY WITH TASS

GET involved in TASS. That's the best way to help achieve real equality for women and girls at work, stresses the National Women's Sub-Committee.

TASS has a special structure to promote women's issues and to make sure that women's voices are heard within the union.

First and foremost TASS encourages women members to attend branch meetings, for if women do not attend their branch then issues that specifically affect them may not be raised.

TASS is well aware that women may have difficulty getting to meetings. If your branch meets at a time or place that presents you with a real problem, raise the matter with your branch secretary so that alternatives can be looked at.

Also bear in mind that if a member needs childcare facilities in order to attend a meeting, the branch committee will consider how to help him or her, including the possibility

of financial assistance. This childcare policy applies to meetings and committees at all levels of the union.

Branches are grouped together in geographical areas called divisions. Each branch sends a representative to the divisional women's sub-committee which meets bi-monthly.

Confidence

The divisional council has a responsibility to involve women in TASS educational activity and to encourage office committees to ensure there are female representatives where there are women members.

Divisional women's committees help with the recruitment of women, and help develop women's ability and confidence to contribute both locally and nationally to all areas of TASS activity.

The committees also offer branches speakers on women's issues and arrange occasional special events for women in the division.

At a national level, the NWSC meets six times a year with representatives elected from each of the 12 regions, plus two appointed members of the TASS executive committee.

It elects a woman from branch nominations to serve as a full EC member. The committee advises the executive on TASS policies for women, recruitment and organisation of women, as well as issues such as equal pay, training and maternity leave.

As well as this structure, women in TASS have the support of head office which can provide information and publications on women's issues.

TASS takes women's issues seriously, for it believes the best way to win real sexual equality and true equal pay is through strong trade union organisation. That's why TASS makes sure its women members have every help and encouragement to take part in the union's activities and to make their voices heard.

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Procedures are there to be followed

THE EMPLOYMENT protection laws which cover a woman's return to work following childbirth are very complicated (see *Know Your Rights* February and November 1983). Many women are refused their old job back because they haven't carried out the strict letter of the law.

TASS has produced a guide, *Your Maternity Rights*

and *How to Claim Them*, which sets out the procedures to be followed, which you can get from your divisional office.

But if you find you haven't followed the letter of the law — don't despair. You will have lost your rights under the maternity provisions of the Employment Protection Act, but you may still have a claim. Ms. Lucas did.

She was an accounts clerk who worked for a company

called Norton of London. In 1981 she became pregnant and discussed the situation with her superior.

★ ★ ★

They made a "nebulous" agreement that she might return to work, though the company later said they thought it was very unlikely. She then left without giving proper notice, but no steps were taken to sack her.

During her absence, Norton's reduced the accounts staff from two to one, and, when Ms. Lucas telephoned seven months later to ask about returning to work she was told her job no longer existed.

She was not entitled to redundancy pay (she hadn't worked there long enough) and the company refused an *ex gratia* payment. They did however pay her two weeks wages in lieu of notice.

Ms. Lucas took her case to an Industrial Tribunal which held she wasn't entitled to make a claim because she hadn't carried out the proper notice requirements according to the Act.

But the Employment Appeal Tribunal overturned this decision. It said although she had no rights under the employment laws, her contract of employment still existed even while she was off work having the baby.

★ ★ ★

The fact the company paid two weeks wages in lieu of notice showed this was the case. If she was still employed by the company, then

she still had a right not to be unfairly dismissed and was therefore entitled to make a claim.

Ms. Lucas was lucky. But the real moral of this story is this... **make sure you carry out the proper procedures to claim your full maternity rights.**

TASS recommends that all women who stop work to have a child should follow the procedures — even when a return to work seems unlikely. You may later change your mind.

And if you don't want your job back when the time comes you are entitled to give in your notice at that stage.

KNOW YOUR RIGHTS

March 1984

EQUAL PAY CLAIMS

Claiming equal pay before an Industrial Tribunal is a complicated business. The new equal value regulations make matters worse. This month's Know Your Rights explains the new law.

Next month we cover the Industrial Tribunal procedure.

FROM 1st January, women (and men) can claim equal pay for work of equal value at an Industrial Tribunal. In Northern Ireland equivalent legislation is planned and the target date is 1st March.

The new law does not change the basic requirements to qualify for equal pay. A woman must;

- be an employee,
- be working at the same establishment in Great Britain as the man (or if in different establishments, common terms and conditions must apply),
- make her claim within 6 months after employment ends.

If a claim is successful, arrears of pay are subject to a maximum of two years ending with the Tribunal application.

But the new law is not backdated. The full two years' arrears will not be payable in claims brought before 1st January

Amendments to the Equal Pay Act

Prior to the new law, a woman was entitled to equal pay if;

- she did the same job as the man,
- she did broadly similar work to the man and the difference wasn't important,
- she did completely different work, but it had been given an equal rating in a job evaluation study.

The old Equal Pay Act was little use to women who could not find a man doing the same or similar work if there hadn't been a job evaluation study (JES). It left job segregation almost untouched.

The new law

When a woman cannot claim equal pay on the basis of like (or broadly similar) work or work rated as equivalent under a JES (the old law), she can now claim equal pay for work of equal value.

The work must be of equal value to a man's in terms of the demands made on them both, under such heads as effort, skill and decision. But the two jobs could be totally different in content.

Challenging a job evaluation study

Under the new law different ratings under a job evaluation scheme will rule out an equal pay claim unless the JES itself was discriminatory (eg male jobs were rated higher than female jobs just because they were done by men).

However the new regulations may allow wider challenges. For example, a woman could argue that manual dexterity should be worth more than physical strength, or that mental concentration should be more highly rated than work hazards.

The employers' defence

Under the old law, a woman doing the same work as a

man could be refused equal pay if there was a "genuine material difference" which was not sex-based.

Examples of a 'genuine material difference'

- Different ratings under a JES so long as the scheme itself isn't discriminatory (see above).
- Length of service. If additional payments are made to reward years of service, a man who has worked 20 years for a firm could lawfully be paid more than a woman who has worked for only two — even though their work may be identical.
- Hours worked. If a man gets paid more for working nights, or Sundays, this could be lawful — so long as the employer can show the higher rate of pay is genuinely due to the hours worked.
- Red circling. Allowing an employee to retain a salary higher than appropriate to his job, to protect him from the hardship of a salary reduction, is known as 'red-circling'.

When a job is 'red-circled' it can be a material difference justifying unequal pay. For instance as a result of a job evaluation or company regrading, a person might be placed in a grade which is paid less than his/her old salary. If he or she is 'red-circled', the old salary would be retained, but any replacement in the job would be paid the appropriate rate for the new grade.

Another example is when a person is transferred to lighter or easier work because of illness or injury, but retains his/her old salary. In the famous Trico equal pay case, the Industrial Tribunal refused the women equal pay on the basis the men were 'red-circled' — the company had closed the night shift but put the men on to day shift on their old (nightshift) salary.

In all these cases, unequal pay was permitted under the old Equal Pay Act. Under the equal value amendment the employer's defence is even wider.

Genuine material factor

Under the amended Equal Pay Act unequal pay is allowed if the variation is due to a genuine material factor which is not sex based.

If a woman claims she is doing the same or similar work to the man's, the genuine material factor MUST be a genuine difference (see above).

However, if the woman is claiming equal pay for work of equal value, the genuine material factor MAY be a genuine material difference.

It's very confusing but this difference is crucial. An employer could argue that unequal pay is justified if, for instance:

- * skill shortages meant the man would not have taken the job for less money,
 - * different bargaining strengths between men and women forced them to pay a higher rate for the men.
- Possibly any argument based on market forces will be sufficient to justify unequal pay which would drive a coach and horses through the new law.
- As cases come before Industrial Tribunals, they will be reported on TASS Data page.
 - Next month Know Your Rights will cover the procedure for taking Industrial Tribunal claims.
 - Divisional Organisers can be contacted for further information.

Safety for YTS trainees

THE HEALTH and Safety (Youth Training Scheme) Regulations 1983 came into force last month.

They set out in some detail what must be done to ensure the safety of YTS trainees. They also say that YTS trainees should benefit from all safety-related consultative and welfare arrangements, which employers are obliged by law to provide for their employees.

The regulations should give to YTS trainees who are not employees the full benefit of not only the Health and Safety at Work (HSW) Act but also the Safety Representatives and Safety Committees

Regulations, the 1981 First Aid Regulations (see Know your Rights July/August 1982) and all "relevant statutory provisions".

Their affect is to require that

- ★ trainees may be represented by a safety representative
- ★ trainees have access to the same welfare facilities as employees
- ★ the employer's statement on health and safety policy should be brought to the attention of YTS trainees.

These regulations are more comprehensive than the requirements of the MSC contracts.

DRAWBACKS TO TU BALLOTS

SPECIFIC methods of selecting trade union officials, such as particular forms of balloting outlined in the Trade Union Bill, do not necessarily guarantee increased representativeness, according to a new academic study.

It suggests that there is little justification for the Government's attempts to legislate uniformly in the name of increased democracy.

The study is by Gregor Murray, of McGill University in Montreal, and Harry Urwin, associate fellow at Warwick University's Industrial Relations Unit and formerly deputy general secretary of the Transport and General Workers' Union.

Writing in the current issue of the *Industrial Relations Journal*, the two authors discount the stress on the method of selecting

union leaders, and instead suggest that elections are only one of a number of tests of representativeness.

They say: "They do not necessarily ensure continuous accountability or responsiveness in the performance of the representative, nor do they necessarily specify mandates or give instructions."

A "simple reliance on voting" without any other forms of accountability could mean an increasing remoteness of lay members from control of the daily affairs of the union.

Instead, the study emphasises the importance of participation as a "profoundly practical constraint" on union leaders and activists. But it acknowledges that some unions have felt a diminishing need to convince their new members of the validity of trade unionism.

Official facts

THE February 1984 issue of the *Employment Gazette* carries an interesting story on engineering as a career for women. It makes it clear that at present over 90 per cent of the women who work in the industry are defined as "low skilled".

The article makes a connection between this and the way women in engineering have lost their jobs. Over 710,000 women had jobs in engineering in 1973. Just ten years later that number had slumped by 300,000 — a much larger decrease than for men.

The same pattern does not occur in the whole economy. In 1982 the female labour force numbered 10,512,000. By 1991 it is predicted that this figure will be 11,045,000 — a rise of over 500,000.

The male labour force in 1982 numbered 15,638,000, but estimates put this figure at 15,834,000 by 1991 — a rise of



BOOKS



The new Doomsday book

Doomsday: Britain after Nuclear Attack by Stan Openshaw, Philip Steadman and Owen Greene (Basil Blackwell £4.95 paperback; £12.50 hardback).

What would be left of Britain after a nuclear attack? The answer, I fear, is "not much".

This book is the first full, public account of the effects of a nuclear attack. The authors constructed various computer models of attack that could be expected ranging from a 42.5 megaton attack on command centres and major aircraft and missile bases through to a 347 megaton attack on military bases and factories, communications centres, nuclear plants such as Sellafield, power stations, ports and heavy industrial plant.

Casualties range from 9 million killed and seriously injured (17 per cent of the population) to 48.4 million (90 per cent of the population) according to the severity of the attack.

The authors also construct a 698.7 megaton attack on dispersed cruise missiles which would kill 46.7 million (86 per cent of the population).

These figures are radically at odds with Home Office estimates. The book is all the more chilling for its detailed, objective style and its rigorous academic approach. — A.E.

Supervisors are playing key role

Redesign of Work Organisations: Its Impact On Supervisors by G. White, Department of Employment Work Research Unit, Occasional Paper 26. (Free from WRU, Steel House, Tothill Street, London SW1).

IT IS not often these days that Mr. Tebbit's Department turns out a paper as sensitive to the real roles of workers as this one. Supervisors, always "the men/women in the middle" tended to be displaced or downgraded in the 1970s. This paper states categorically that with new technology their roles are actually becoming more important.

Based on four case studies, the paper comes to a number of conclusions including:

1. Far from new technology determining tasks and functions, the options are increased.
2. Designing new systems must include inputs by employees at all levels. "Where supervisors have been included, organisational change programmes have succeeded; where they have been kept out, the programme has failed", it states.
3. It is not necessary for a new system to be applied across the board. Indeed, standardisation for tidiness' sake may be counter-productive.

4. Continuous review, with consultation, is essential.
5. New technology disturbs the balance of power in the workplace.

"When supervisor Mary King asks operator Joe Bloggs how many widgets his machine has turned out, she will receive other information (not necessarily in words) such as Joe's feelings about the number produced, the way the machine is functioning, the supply of material, or questions about the use of the widgets".

She will discard some of this extra information, act upon some, store the rest for future use. None of this extra information would, however, be available through programmed information channels (VDUs, etc), the paper points out.

Greater, not less, discretionary responsibilities are needed by supervisors to compensate for the effects of computerisation, it states.

"Financial rewards of supervisors need to be linked to team development as well as to immediate production. Work groups cannot develop towards self-determination and autonomy" without help from supervisors with appropriate skills. — F.S.

Women in Nicaragua

Sweet Ramparts: Women in Revolutionary Nicaragua by Jane Deighton and others (War on Want and the Nicaragua Solidarity Campaign).

THE Sandinista revolution in 1979 replaced an era of dictatorship with a government committed to radical change. But, of necessity, the revolution's top priority has been its own consolidation.

This has also been the priority of the mass women's association, AMNLAE.

Not only is Nicaragua a poor country but it was also devastated by the war and natural disasters. Painstakingly, though, the government is building a new political and economic system, in a climate of increasing international hostility.

The biggest single advance for women has been in community life. Through local organisations women are taking control over their lives and increasingly gaining in self-confidence.

As it did before the revolu-

tion, AMNLAE has concentrated on drawing thousands of women into national campaigns. If women take part in rebuilding Nicaragua, AMNLAE argues, their involvement will ensure the new society reflects their interests.

Thirty per cent of the fighters in the revolution were women. The demonstration of that fighting ability challenged traditional attitudes about male and

female roles and propelled women into the limelight.

Now the need to maintain a defence force keeps women in the military. But, while the government encouraged women to join the people's militias, it was the women's association that demanded and won women's reserve battalions.

About half of Nicaraguan women work outside the home. Government programmes to set up co-operatives, change legislation and encourage unionisation have eased working conditions.

But the sexual division of the workforce keeps women in the most exploited sectors.

The revolution has provided significant gains for women. Economic and political limitations call into question future far-reaching changes in areas in which women's interests do not coincide with government policy or with the country's economic priorities.

But in such a hostile world, could any other strategy have been successful? — C.G.



My Russia by Peter Ustinov (Macmillan £10.95).

THE coffee table book industry is a strange one, heavy glossy publications with beautiful photographs and usually uninteresting copy to pad it out. Grossly overpriced, it used to be suspected that nobody ever bought them but they were simply used as loss leaders by the book clubs.

However, now and then one appears which is worth a read. Such is 'My Russia' by Peter Ustinov.

Of Russian and French origin, he writes a potted history of Russia from earliest times in a witty, entertaining style and uses the history of Russia to demonstrate attitudes and national characteristics which often seem strange and even forbidding to British people.

He also uses the framework of the book to present his own views of the world and pleasantly liberal they are at that.

Because it treats Russia with sensitivity, humour and even love, it is not a book to be recommended to Margaret Thatcher. However, for someone who wants to know about one of the two super powers it is a very pleasant way to learn. — J.T.

A working class life

Walter Southgate
That's the Way it Was
A WORKING CLASS AUTOBIOGRAPHY 1850-1950



That's the Way it Was by Walter Southgate (New Clarion Press, 11 Silkham Road, Oxted, Surrey, RH8 0NP £2.95 post free).

WALTER Southgate's lively autobiography describes the people, the way of life and the culture of London's East End during the last decade of the 19th century and the early part of the 20th.

He tells of his early involvement with the labour and trade union movement,

becoming a delegate to the Labour Representation Committee, the forerunner of the Labour Party. — P.L.

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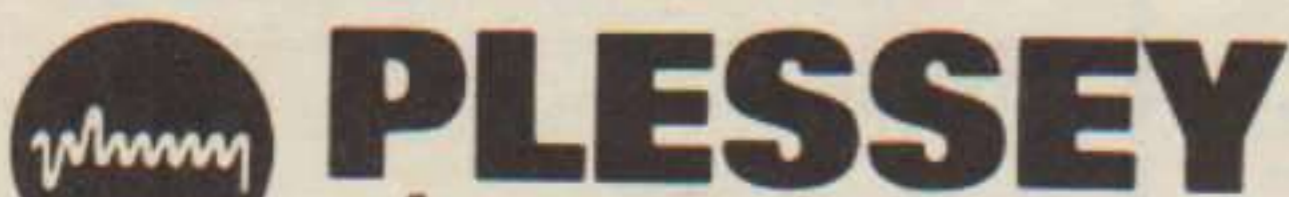
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DRAUGHTSMEN AND DESIGNERS

Take off with Westland

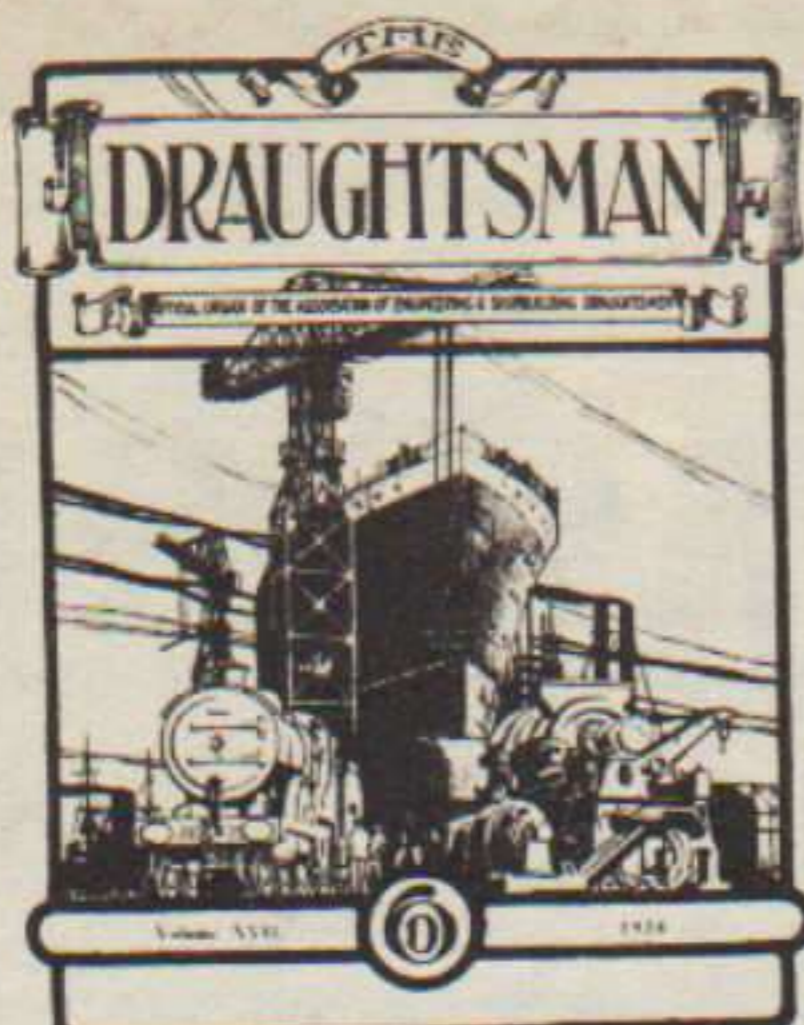
The Engineering Division of Westland Helicopters requires experienced Draughtsmen and Engineers to work on existing and future projects for helicopters and hovercraft. Vacancies are available at our Yeovil, Cowes and Weston-super-Mare locations. Draughtsmen and Designers with experience ranging from 2 years upwards — and qualifications ranging from ONC to HNC level — are now needed to work on our current projects. First class facilities are available. Candidates (male or female) should have served a recognised apprenticeship — and preferably have experience of computer aided design. We are seeking people with a background in **Structural, Mechanical**

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Jack Trebell, Personnel Department, Westland Helicopters Ltd., Winterstoke Road, WESTON-SUPER-MARE, Avon BS24 9AB.
John Turner, Personnel Department, British Hovercraft Corporation, EAST COWES, Isles of Wight PO32 6RH.

Westland-worth working for!

FIFTY YEARS AGO...



Civil strife in Austria is something more than sporadic rioting. It is the last stand of the labour forces in Central Europe. It has to be remembered that Austria was cut down to a capital city, with a very small and uneconomically disposed hinterland. Despite these difficulties, the labour forces in Vienna had made that city a paragon in the matter of housing and had raised the level of life of the Viennese workpeople to a degree considerably higher than had ever prevailed. The attacks of Major Fey, ironically called the Minister for Public Security (as well as Commander of the Fascist Heimwehr), have sought to smash the forces of labour completely, including the trade union movement, quite irrespective of the dangers of international complications and with no regard for liberty or common decency. The events in the beginning of February will probably rank in historical memory with the Paris Commune in 1871.

— "The Draughtsman", March 1934.

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GIVE US A FUTURE



TASS YOUTH

"News and views from the union's young members"



The earnings of young people have been dropping steadily relative to adults' since 1979. Table 1 shows how the ratio has fallen by 4 per cent for young men and by 7 per cent for young women in the past four years of Tory government:

Table 1: under 18 gross weekly pay as % of adult average¹

Year	all male	all female
1974	38%	58%
1979	40%	58%
1980	39%	57%
1981	39%	55%
1982	38%	54%
1983	36%	51%

¹ Males over 21, females over 18 (NES Parts A, tables 10 and 11)

It will be seen that the biggest yearly decline was between April 1982 and April 1983, ie in the past year. An analysis of the annual rises in earnings as given in the Department of Employment's New Earnings Survey (NES) reveals that until recently the pay of young men was increasing by approximately the same percentage as that of adults. However, as table 2 shows, between 1982 and 1983 young men's earnings failed dramatically to keep pace with adult males'. They received on average an annual rise of only 1.8 per cent compared with 8.3 per cent for adult men.

Table 2: % annual increases in weekly earnings incl O/T pay (all workers)

Year	males		females	
	under 18	adult	under 18	adult
1979/80	19.7	22.4	21.5	24.8
1980/81	13.0	13.3	12.2	16.6
1981/82	10.0	9.8	5.8	8.3
1982/83	1.8	8.3	3.2	9.8

(NES Parts A, tables 10 and 11)

The proportions of additional elements of earnings — overtime, shift and bonus — have altered very little in this period. The only conclusion therefore must be that the basic pay of adults increased by a percentage amount four times that of young men's. For young women, the situation has been worsening gradually for the past four years. Their earnings in each successive year have failed to maintain their position relative to adult women's. Last year their average rise in earnings was one-third that of female adults, and

the shortfall of 6.6 per cent was the highest in the last four years.

Negotiated rates in collective agreements

245 collective agreements have been examined in which negotiated rates for 16-year-old employees and apprentices have been agreed. In some cases the previous year's agreement was not available to ascertain the percentage increase for young workers. However, in well over half of the agreements (170 or 70 per cent) the young workers received the same percentage rise (sometimes as a pro-rata increase) as the adults. This indicates that juvenile workers continue to be embraced within the majority of established collective bargaining units and that negotiators are, on the whole, not perceiving them as a "soft option" to be traded off against the pay claims of adult groups.

Widening differentials

Of 21 agreements where the differential between young workers and adults has been widened, five were in the public sector, and six were Wages Council rates. Both are areas in which the government has exerted pressure to keep pay rises low. A further four were in the retail trade. On the whole the difference between the youth and adult increases is very small, often less than 1 per cent. But it nevertheless represents a slow erosion of the relative differentials, and it is a matter of concern that in nine cases it was the 16 year rate alone which was singled out to receive a lower percentage rise.

Some indication of what the government considers to be the "right" wage level for young people can be gauged from their Young Workers' Scheme. Under this scheme employers are subsidised for taking on young workers (as employees, not trainees) and paying them below certain levels. These levels have recently been increased as follows:

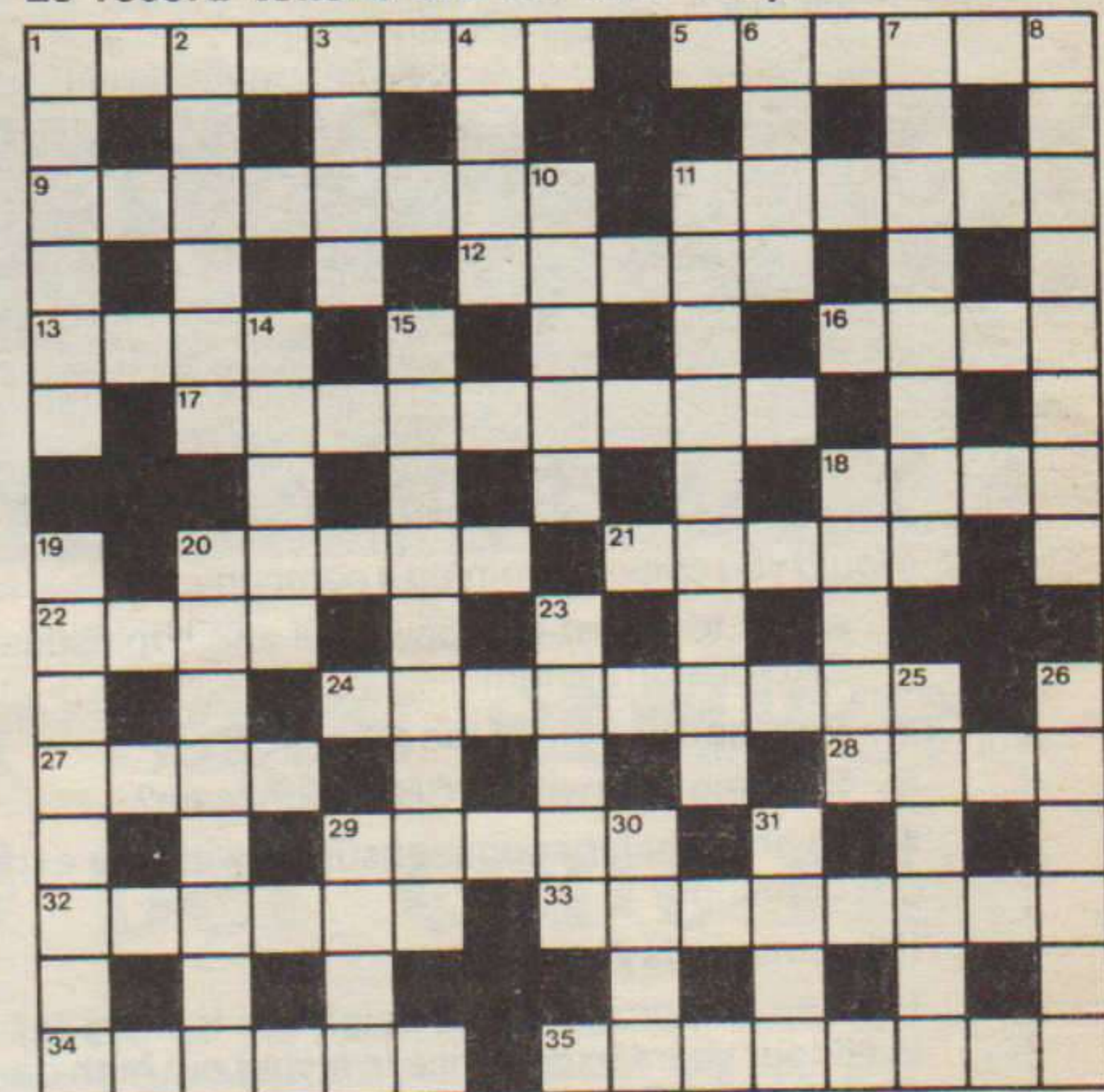
- Pay under £42 a week: employers receive £15 subsidy
- Pay between £42-47 a week: employers receive £7.50 subsidy.

LRD Bargaining Report.

PRIZE CROSSWORD Two £5 tokens to be won!

FEBRUARY WINNERS

Our congratulations to H. C. Bartovsky of Greenford, Middlesex, and A. L. Sutherland of Thurso, Caithness, the winners of the February crossword. £5 record tokens are on their way.



- ACROSS**
- It's bought to move a heavy load. (8)
 - Bet there's backing for a part as a Government tough guy. (6)
 - One's likely to make a comeback as a swinger. (8)
 - Somebody who isn't sexist. (6)
 - Bishop's topping joint. (5)
 - Refuse to be performing this time. (4)
 - Record of trouble in Northern Ireland is continuous. (4)
 - Do the wrong thing to save him — be difficult! (9)
 - Penny used to go in here for a drop. (4)
 - Takes plunder back for a supporter. (5)
 - China river? But it's in South America! (5)
 - The way one might be led up the garden. (4)
 - Politician to summon to a revolution in Ghana. (9)
 - Hair could perhaps use a key performer. (4)
 - Rule on a point that might be material. (4)
 - Fruity invitation to view with people around. (5)
 - Copper laid out looking peaceful. (6)
 - Make a monkey out of someone you train. (8)
 - Previously concerned about the ear seeming strange. (6)
 - Having experience of getting a peppering maybe? (8)
- DOWN**
- Producing hot music? (6)
 - Was quick to see some deficiency in the price of freedom. (6)
 - Time I got away from the exotic dancer. (4)
 - Evil ones that have got to the top. (4)
 - Held by the bookkeeper to be backward in making a point. (4)
 - Abe is worried about being inactive at a point of revolutionary attack. (8)
 - Number assigned to a place that needs holding fast. (8)
 - Power seems to be a possibility. (5)
 - Few enjoy what's not given to all. (9)
 - One to follow those having a row? (5)
 - A trade union member kept in — get that cancelled! (9)
 - What a creepy, criminal thing to do! (5)
 - Perfect order for a sweet. (5-3)
 - Wrong acts to censor when thing don't go smoothly. (8)
 - Flourish and make money in good time. (5)
 - Country in NATO manoeuvres. (6)
 - Inclined to be awarded some degrees? (6)
 - One isn't very bright to turn up in the South of France. (4)
 - When you've made one people know it. (4)
 - Chances of winning despite peculiarities. (4)

LAST MONTH'S SOLUTION

ACROSS: 1 Satchel; 5 Backlog; 9 Realm; 10 Tea; 11 Aorta; 12 Telephone kiosk; 14 Idle; 15 Repairable; 19 Horsepower; 20 Lime; 22 Calculated risk; 26 Alien; 27 Ice; 28 Spoke; 29 Eastern; 30 Tangent. DOWN: 1 Serf; 2 Traveller; 3 Hamper; 4 Latch; 5 Brainwave; 6 Cracker; 7 Largo; 8 Goalkeeper; 13 High-octane; 16 Evocation; 17 Brimstone; 18 Sequence; 21 Prison; 23 Lairs; 24 Event; 25 Felt.

Send your solution with this coupon, to March Crossword, TASS News and Journal, Onslow Hall, Little Green, Richmond, Surrey, by April 3. The Competition is open to members of TASS only.

Name.....

Address.....

TASS Branch.....

Membership No.

Book token Record token (please tick box)

GCHQ: what a farce! CONSULT THE COMPUTER?

Dear Editor,

The Government is proposing to offer taxpayers' money to bribe union members employed at its GCHQ at Cheltenham to leave their unions. The principal reason is to rid the establishment of a so-called disruptive work force considered to be a security risk. What rubbish.

Trade union reform introduced by Norman Tebbit re-

stricts past union practices and the implication that union members represent a security risk is farcical. Everyone is security screened before joining any establishment similar to GCHQ Cheltenham.

Can it be said then, whenever union representation is established in firms engaged on restricted or secret work there is a security risk? The answer is no!

The method used to screen anyone employed on security risk Government jobs is adequate. That is why it is such a farce to imagine that the union workforce at GCHQ Cheltenham represents any more of a security risk than the other employees not in a union.

J. W. HEARN,
Weybridge.

Dear Editor,

I was recently invited along to look at my company's new IBM 2206 main frame computer.

Although by no means a stranger to computer equipment I am consistently taken aback by the "power" of these diminutive machines.

But in amongst the many virtues extolled by the Depu-

ty Managing Director was one that made me take note. This new piece of equipment was to be used as a modelling tool.

This was explained thus: various parameters could be entered e.g. inflation rate, productivity levels, change of government etc. From this the company would be able to chart the best possible course for maximum profit.

Does this mean that in future when we are all sitting round the table exchanging negotiating points we can expect the Deputy Managing Director to ask for a short adjournment in order that he can consult the computer before deciding whether or not it would be cost effective to accede to our demands?

TOM SIMPSON,
East Kilbride.

COME TO BARNESLEY

Dear Editor,

I am writing to draw members' attention to the two year residential course in Trade Union and Industrial Studies at Northern College, Barnsley.

I am now in my second year of the course and have found it stimulating and fulfilling.

Northern College is set amid beautiful grounds and has a bar, gymnasium, snooker table, etc.

The College provides residential accommodation for children and free nursery provision for those aged 2½-5. There are excellent local schools to which free trans-

port is provided. The college is most anxious to attract more women to the trade union course.

Any member interested should write or phone 0226/85426 for a prospectus and further details.

MAURICE SKIDMORE,
Northern College, Barnsley.

Your letters

Letters should be sent in to the Editor, TASS News & Journal, Onslow Hall, Little Green, Richmond, Surrey TW9 1QN. Please keep them short! TNJ reserves the right to cut letters.

If we renounce nuclear arms will others really follow?

CONTRICK

Dear Editor,

Each time I receive TNJ, I meticulously read and enjoy the diverse opinions within it, yet I feel that not only the basic precepts of trade unionism, but also of Socialism, are being forgotten.

Accepting the fact that we live in a capitalist society, I feel that not only the trade unions, but also the Labour Party, fall into the trap of endeavouring to come to terms with capitalism, thereby playing into its hands.

They are willingly or unwillingly perpetuating a system that both should be concentrating on overthrowing.

The biggest con trick ever perpetrated on the British public is that "they are free". The last words are omitted: "To be exploited".

R. J. TEARLE,
Chester.

Dear Editor,

There is an implicit belief that our unilateral disarmament shall halt the nuclear arms race and indeed reverse it. That somehow our example will so stun the other nuclear and potential nuclear powers that they shall halt their nuclear weapons programme and start disarming.

But would other countries follow this example? Canada was offered a part in the development programme for nuclear weapons and refused to have anything to do with it.

Has this example of renouncing nuclear weapons, coupled with that of Austria, Switzerland, Japan, Norway, Denmark and Sweden, stopped India, France, China and potentially Israel and South

Africa from developing the bomb?

Tragically it has not.

The view also exists that an entirely non-nuclear defence policy increases our safety.

But does it? Could not an aggressor merely drop a few demonstration devices over, say, the Yorkshire Moors, or a naval task force, or perhaps make selective, discrete strikes against some airfields and other military bases, to force our surrender?

Retaliate

It could be done in the complete certainty that we could not retaliate and in the

belief, mistaken or otherwise, that the Americans would not retaliate on our behalf.

By so doing could an aggressor not hasten the end of a conventional conflict and thus provide a quick means of victory? That would not have saved our people from the horror of nuclear war.

I believe that a nuclear component, small but effective, in relation to a larger conventional force, similar to the Polaris force, is essential to our security.

The number of warheads would be small in relation to the numbers possessed by

the superpowers with their overkill potential, but their destructive capability could not be dismissed.

Gestures

The need exists for genuine, balanced and mutually verifiable disarmament between East and West, not one-sided gestures which could well be reciprocated by none.

Nuclear weapons cannot be disinvented. We must search for a more stable world with balanced arms control against a background of reduced East-West tension.

D. HOLLAND,
Edinburgh.

No reply

Dear Editor,

Are you aware that all provisions of pre-paid return/reply envelopes have been dropped by the DHSS?

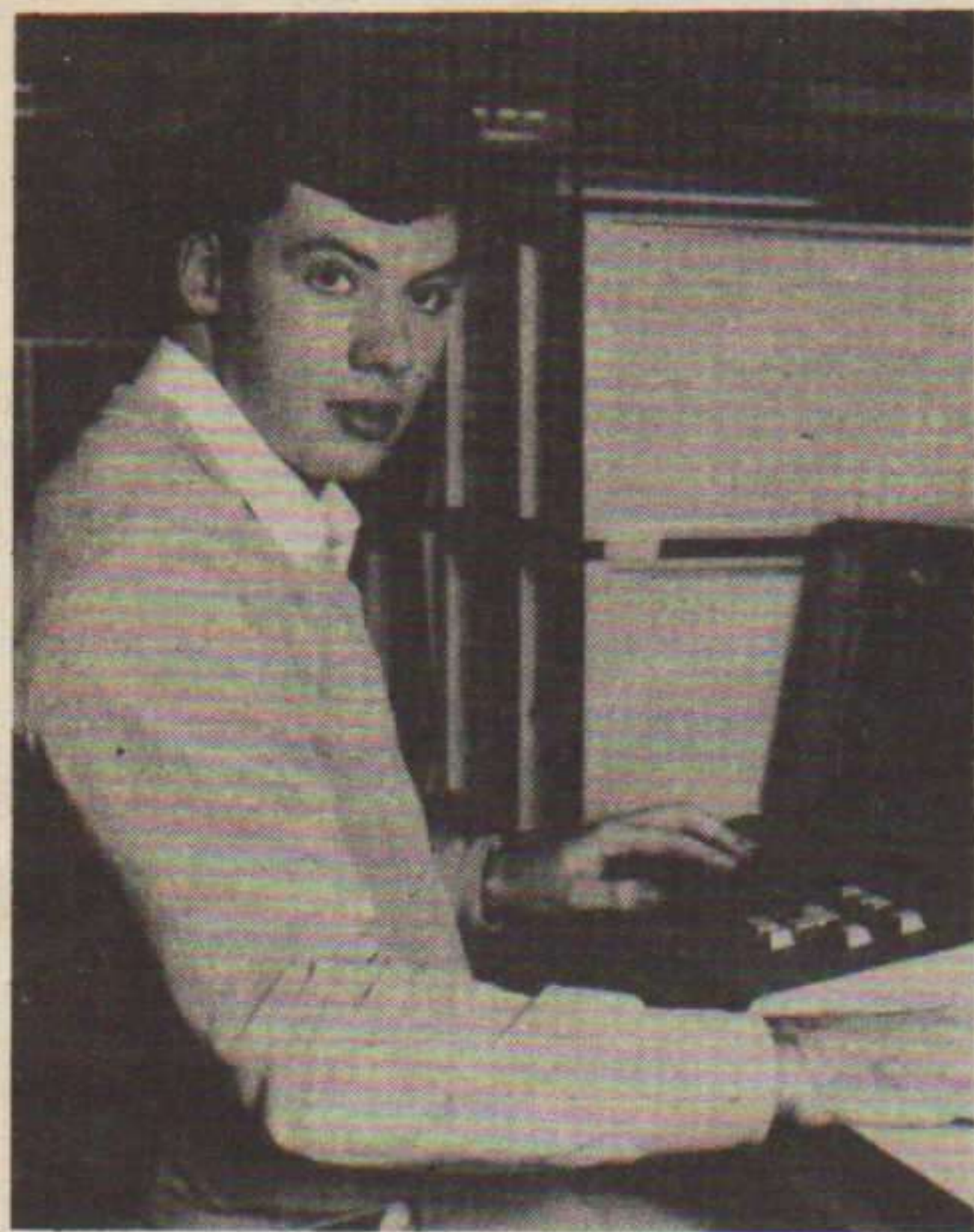
Although reminders for sick notes and claim forms for prescriptions, glasses, dentures, etc, state a pre-paid envelope is enclosed or can be had from post offices, such practices have ceased.

It seems to me that anyone who is actually skint will now have to leg it to the nearest DHSS office and personally take the claim forms available from post offices.

P. MORTIMER,
Cleckheaton.

TASS PEOPLE

Gareth wins TASS prize



CONGRATULATIONS to Gareth Davies, winner of the 1983 TASS Smith's Industries Young Engineer of the Year Award.

Cheltenham born and bred, 24-year-old Gareth works at Smiths Industries Aerospace and Defence Systems as an intermediate engineer with the engineering branch of the company's flight control systems operating group.

Gareth joined Smith's at Cheltenham in 1976 as a craft apprentice and was regraded to student apprentice in 1978.

He attended Gloucestershire College of Arts and Technology where he was awarded an ONC in engineering in 1978 and an HND in Mechanical Engineering in 1981.

Gareth is currently awaiting confirmation of the award of an M.Sc degree in Industrial Research and Development Engineering at Cranfield Institute of Technology. He was sponsored by Smith's from 1981 to 1983 to study for this degree.

In 1981 he was runner-up for the Arthur Morley Higher National Diploma Prize which is awarded by the Institution of Mechanical Engineers to a student deemed to have shown outstanding merit.

Gareth Davies: began as a craft apprentice and now expecting an M.Sc.



TASS PRESIDENT Roy Hutchison (front row, fourth from right) paid a warm welcome to TASS Craft Sector members who came to a social organised by the four Staff Sector branches in Wolverhampton last month.

Over 50 people turned up for a lively evening, which was part of a No. 12 Division drive to encourage members to play a part in their branch. Also present were vice president Guy Dobbie, executive committee member Barry Seager, No. 12 divisional organiser Muff Sourani and guests from other unions.

Craftex success

TASS CRAFT Sector member Ryan Neal has won the runner-up's prize in a national competition for craft apprentices organised by the Engineering Industry Training Board.

Ryan, aged 19, is a fourth-year welding craft apprentice at Ruston Gas Turbines, Lincoln. After winning the Midlands Area gold medal in the Craftex competition, he was one of 14 national finalists.

He was presented with a certificate of merit as runner-up for the John Foster Trophy by Viscount Caldecote at the Institution of Mechanical Engineers in London recently.

Ryan obtained his City and Guilds welding craft apprenticeship certificate at Lincoln College of Technology.

His fellow TASS members at Ruston Gas Turbines are delighted that Ryan has won a national prize in such a prestigious competition.

They see the prize as a credit not only to Ryan and to the RGT training scheme but to TASS as a whole.



Craft Sector prize winner

Danny to run with the stars

TASS unemployed member Danny Maule is preparing for the run-of-a-lifetime with stars — including Bill Beaumont, J. P. R. Williams, "Mighty Mouse" Ian McLauchlan, and Nicky Slater — and Dick Douglas, the Labour/Co-op MP for Dunfermline.

Danny is to run with the Mirrorthon Team in the 1984 London Marathon, a 26.2 mile race to be held on 13 May.

He's raising funds for the

Dystrophy Group with a special sponsorship scheme.

Readers of TNJ could win a Mini Metro, home computer, or video recorder, in this competition. Contact Danny at 8, George Street, Rugby, Warwickshire CV21 2BJ (telephone Rugby 76805) for details.

Danny, 37, is an enthusiastic local sportsman, turning out regularly for his darts team, and can move quickly when "last orders" are called.

after two years of unemployment, he wants to prove there is life after redundancy. He hopes former colleagues at Talbot Motors, Coventry No. 3 and all TASS members will give him support.

"I joined the Mirrorthon team to support muscular dystrophy because I think the able-bodied should do all they can to help those less fortunate than themselves," says Danny.

TNI wishes him the best of



TASS Heating and Ventilating members stopped work on February 24 to demonstrate in support of their pay claim outside the employers' association HQ in London.

Pictures: Pat Munnie

FULL BORE IN '84!

THOUSANDS of Craft Sector members in the heating and ventilating industry took part in the union's day of action on February 24 in support of the national five-point wages and conditions claim.

The main thrust of the day took place in London. Over 200 members lobbied the Heating and Ventilating Contractors' Association headquarters where they heard speakers and handed in a declaration supporting the claim.

London-based No. 7 District Officer (Craft Sector) Martin Gould, and Larry Clarke, Secretary of No. 7 District's H&D shop stewards' association, led the six-strong delegation which handed in the declaration. They told the HVCA of the members' determination to win a just settlement, and that procrastination could only lead to more disruption.

Brian Williams, Craft Sector National Officer, and No. 7 District Secretary Barry Todman

addressed a meeting of members outside the employers' association headquarters.



They both made the point that maximum unity is the way to win the claim, and that action was developing all over the country.

Those at the lobby represented the dozens of sites from around London and the south east that had stopped work for half a day. Various forms of action took place across the country, including extensive half-day stoppages in Manchester and the North West and South Wales.

The main points of the claim are for a substantial increase in basic rates, which will bring wages into line with other workers in the construction industry, and a genuine 38 hour week. The employers have so far made an offer totalling 4.85 per cent, a figure which falls far short of the sort of increases they are awarding themselves.

The next meeting for talks is to be held on 15 March.



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