**FREELANCE**

**Pitch to pic people**

THE “most important thing about a photograph is that it tells us as much as it can about the story we’re covering”, that it can “encapsulate everything” about that story. The October Branch meeting heard this from Helen Healy (@heals), Head of Pictures at the Financial Times (FT). She has previously worked with – among others – the Independent, the Guardian and the Times – and has worked as a freelance at many other publications.

The FT picture desk uses standalone photos – just a photo with a caption story, not illustrating any other news story on the page – less than most newspapers do. It’s unlikely the FT will use photos of celebrities at photo calls. They do often use a front page photo to flag up an important story inside. For example, they’ll use Angela Merkel to illustrate a German fiscal policy story inside.

Charlie Bibby is “our one staff photographer” at the FT, says Helen. There are now “very few staff photographers” left in UK newspapers. The profession is “largely freelance these days” and fees for photographs are not as high as they used to be.

Helen does commission from freelances “quite a lot of photos in other parts of the world, some in London: we don’t commission so much stuff as other newspapers”. She can use many more pictures for long-form journalism online, where there’s space to “illustrate quite widely” compared to the relatively small print edition.

Then there’s metadata and captioning. From a computer’s point of view, the tones and shades in your photo are data in information about the image, which is metadata. It’s “really important that everyone… puts as much information as possible on their pictures”. Always have a date at the top of the photo caption field, as well as in the date field of the metadata.

Keywords are of key importance, particularly if you hope to resell photos through an agency: “if your keywording is good, picture editors will find your photograph”. You should set your system up so that your credit in the “Creator” metadata field is filled automatically.

**Should you be getting holiday pay?**

A survey reveals that 88 per cent of the NUJ’s members – some of whom have been working for the same organisation for many years – are not given holiday pay. However, many freelancers and casuals are entitled in law to paid leave. In response the NUJ has launched a campaign to help members demand their rights.

In the UK, workers are entitled to paid holiday of 5.6 weeks a year – 28 days for someone on a five-day week. Many media workers are labelled as “casual” or “self-employed”, but they work in ways that gives them “worker” status. You could be entitled to paid holiday if:

- You do most of your work for one organisation, and you could still be eligible if you work for more than one organisation;
- You work under any contract, which doesn’t have to be in writing;
- You do shifts in a workplace; and
- Someone else controls when and how you work.

Organisations often use standard contracts that state an individual is self-employed or an independent contractor. The NUJ has successfully disputed this, winning members holiday entitlement and back pay. It’s already won an important tribunal decision – NUJ freelance member David Walsh was recently awarded £8,360 based on his right to holiday pay – see www.londonfreelance.org/lf/1909back.html for details.

Michelle Stanistreet, NUJ general secretary, says: “the proportion of freelances in our industry is greater than at any time, and many are denied holiday pay to which they are legally entitled. In court, the NUJ has secured holiday pay for numerous casuals and other regular freelances. We will continue to pursue such cases when they arise.” NUJ members who think they could be due holiday pay should set their system up so that your credit in the “Creator” metadata field is filled automatically.

All picture desks use “quirky” content management systems in which sometimes “for some reason the photographer’s credit falls off. We have to fill it in again”. Often there will be others working “out of UK hours” who “aren’t necessarily photo editors”. These people may sometimes leave off a credit. Helen runs workshops for the overnight sub-editors on how to do photo credits and metadata.

Helen is “critical as well of the size of bylines… I think they are too small… credits are not big enough” This is the production editor’s decision, not hers. Ensuring photographers are credited adequately can be “an uphill battle”.

On meeting photographers and looking at their portfolios, Helen says, “I don’t really have time to meet the photographers any more.” Rather, “email me, send a link to your website” which Helen will look at. They “don’t have enough work to give any to new freelances” right now, although “I do try… I try to give more (work) to women.”

For international work Helen will contact photographers through the Blink network’s “upload location” feature. Helen will use Blink to look for, say, a photographer in Kathmandu, then “I’ll have a look at their portfolios”. While photographers in the audience said they tend only to put their location into Blink when they go abroad, Helen said “it could be useful” for photographers to fill in their location in the UK, especially if they are outside London: “We often need to find photographers in other British locations.”

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Helen Healy: photo © Miss Gemma Young

Helen Healy, Head of Pictures at the Financial Times, at the October Branch meeting.
The Rate for the Job

PHOTOGRAPHY rates paid by trade unions, including our own, are among this month’s crop of Rates for the Job, indicating what rates freelance are actually getting paid for their work.

Thinking about work for a company you’ve not dealt with before? Look at the Rate for the Job to find out what companies in similar niches have paid. Then aim higher. You can submit rates online at www.londonfreelance.org/rates – please give not only the basic rate (e.g. for First British Serial rights) but extra payments negotiated for extra uses, like the Web. These are shown as (eg) £400+100. Rates marked x are, in the editor’s fallible opinion, below par. Treat all rates as minima, even perhaps the happy x few.

• Broadcasting: Podcasting day (says UK Audio Network) £150; radio show, podcast £135; Voice of America (Turkish language service) Brexit update & min live segment £100; BBC Click Live at Victoria and Albert Museum, Dundee, runner 9am to 9pm for rehearsal and show live £100 offer declined XXXXX.

Photography: research project at Cardiff University, six days filming and photos £3000; NUJ, per day! £300; PCS People (trade union magazine), half-day portrait shoot – £275; AFL-CIO (US trade union confederation), per pic – £200; Prospect (trade union member magazine) half day £180; Housing Report, per pic £95; university website for press releases – expenses not paid, per hour £180 = £327;

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Raise fees by 50 per cent, orders Dutch judge

IN a “historic judgement”, a judge in Amsterdam ruled that the fees paid in 2018 to two Dutch freelance journalists – 13 euro cents a word and €42 per photo – were not “fair” in law. The judge ordered their client DPG Media to retrospectively put an extra 50 per cent on top of the fees currently paid to freelances.

Photojournalists Britt van Uem and Ruud Rogier were supported in their court case by the NVJ, the NUJ’s Dutch sister union. Britt worked for Tubantia and her colleague Ruud worked for the Brabants Dagblad. Both these local titles are owned by DPG Media, until recently known as Persgroep, which operates a near-monopoly in local print media in the Netherlands. Both journalists had stopped working for Persgroep before bringing their case.

The NVJ’s Secretary for Independents (freelances) Rosa Garcia Lopez in a press release praised Britt and Ruud for “sticking their necks out” not just for themselves but for the benefit of all their fellow journalists. She added that the new 50 per cent higher tariffs resulting from the court ruling are still an “absolute minimum” rather than a suggested market rate. Britt said that the judge had ruled that freelances must be valued and compensated in the same way as their staffer colleagues.

Otto Volgenant, lawyer for Ruud and Britt, said that the €42 per photo that Ruud received was for between two and a half and three hours of his time, while Britt put in about four hours for her article for which she was paid 13 cents a word. Otto added that DPG Media/Persgroep’s profits were around €100 million a year. Lopez in a tweet shortly after the judgement said that the NVJ and DPG Media were now “in talks”.

The case was based on the relatively new Auteurscontractwet (Authors’ Contracts Act), which states that remuneration for a commission must be “fair” and if necessary a judge can determine what is fair. For a report on a recent NVJ “festival” for Dutch freelance journalists, see www.londonfreelance.org/fl/1910fdoj.html.

Guardian arts review, 550 words @ £150 = £187.50; a human rights publication, 1500 word feature, two days reportage @ £75 = £187.50; a human rights publication, 2000 words @ £150 = £300.

Warning to the self-employed: do your taxes!

YOU’VE already missed the deadline to send in a tax return on paper for tax year April 2018-April 2019. Now you can only do your tax return for that period via www.bit.ly/FL-HMRC online. You have until 31 January 2020 to do this. There are automatic three-figure fines for failing to submit your tax return by the deadline. So get a move on.

If you became self-employed in tax year 2018-2019 you need to register with HMRC and get a password for the Government Gateway portal for online tax returns and also get a

Unique Tax Reference number. Contact the HMRC enquiry line on 0300 200 3300 now as you’ll need a password sent to you by post before you can start using HMRC’s online portal to file a tax return.

You may also want to take the opportunity now, before the January rush, to find out whether there are any gaps you need to fill with your “Class 2” National Insurance (NI) contributions. If you’ve neglected to pay voluntary “Class 2s” via your tax return for any period, the resulting holes in your NI history will affect your state pension entitlements.

Self-employed EU nationals resident in the UK who haven’t yet applied for the EU Settled Status scheme should note that their application will be based largely on HMRC data. Such data will be important to “evidence your residence” – establish that you’ve lived continuously in the UK for five years. If you’re an EU national whose tax records aren’t up to date, seek guidance now. Words... © Matt Salusbury

• The Freelance is not qualified to give financial advice.

The Trireme

The Trireme is awarded for the worst terms since I was last chained to the oars”. This month’s Trireme goes to the Belfast Telegraph, reported by one Rtj contributor as paying £86.00 for a reporting shift. For a seven-hour shift, that would be £12 an hour before tax. Anyone earning enough to pay tax would take home £9.60 an hour net, £1.39 above Northern Ireland minimum wage.

Photo: A member of the Trireme Trust

Nine days fighting for equal pay

NUJ General Secretary Michelle Stanistreet has written an account of nine days spent accompanying BBC presenter Samira Ahmed – and crowds of supporters – to the Industrial Tribunal hearing her case against the BBC over the gender gap in pay he pays compared to male presenters. It’s well worth a read at www.bit.ly/NUJ-129 – in NUJ Informed, the newsletter of the NUJ’s National Executive Council (NEC), the body that sets Union policy between Delegate Meetings. A decision on Samira’s case is expected sometime during December 2019 at the earliest.

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Your rights as a worker

SOMETIMES a freelance works as a pure entrepreneur – licensing a photo or an article to a publication, working from home or in the field. Sometimes we go into publications’ offices – to do a day’s picture editing or sub-editing for example. Sometimes we have regular gigs that involve going into an office on set days each week – often for years on end, often without a written contract. And, too often, the bean-counters look at the gross profit margins and yell “fire all the freelances” – thereby demonstrating their lack of understanding of the relevant law. Usually they hire many people back when reality hits. But when such a long-term arrangement is terminated, it can feel devastating. But you may get some financial relief.

There is no either-or distinction between being “freelance” and “employed”. EU law has moved toward dealing with the rights of “workers” – even for those who have contracts that claim to define them as “not employed”. As a “worker” you may be entitled to holiday pay pro rata for a single shift – see page 1. If you work very regularly for one client you may be entitled to compensation if they drop you.

The Freelance knows of a member who got a four-figure sum after the NUJ Freelance Office sent a one-line email asking about the consultation procedure that was followed when their post was made redundant. There had been none.

Courts and tribunals decide on a case-by-case basis. See the Freelance Fees Guide at www.londonfreelance.org/feesguide/GeEmp-Txt.html for detail, and if you’re an NUJ member contact: freeland@nuj.org.uk if in doubt. © Mike Holderness

Claim ‘free money’ for visual contributions now

ALCS – THE Authors’ Licensing and Collecting Society – collects fees for licences for secondary uses of your published written work, such as photocopying in university libraries and storage on academic and corporate databases. Yes, that’s right, if you sign up to ALCS you get free money based on the articles you’ve had published in magazines and journals, as well as books. (Not newspapers, regrettably.)

Those of you who are already members of ALCS are reminded that the deadline for registering details of “visual contributions” – photos, diagrams and illustrations accompanying your published articles or appearing in your published books – is 31 December 2019. Details of visual contributions submitted by then will result in you receiving cash in the next “distribution”, around March 2020. See www.bit.ly/FL-

ALCS19 for more on ALCS visual contributions. As ever, ALCS members should update the organisation on their published articles as well. If you’ve not joined ALCS, www.alcs.co.uk is where to go.

Visual journalists who create images are advised to join the equivalent collecting society for photography and visual arts, www.dacs.org.uk – the Design and Artists Copyright Society.

Insurance deals for NUJ members

ARE YOU writing, or have you ever written, about anyone? Then you will want to consider protection under the NUJ members’ Professional Indemnity Insurance. Vantage Professional Risks, previously named Imagery, who administer and manage the NUJ members Writers Professional Indemnity Scheme, have been acquired by Tasker Insurance and will be trading as Tasker Professional Risks. The team from Vantage have all moved over and will continue to service the needs of members in relation to Professional Indemnity and associated insurances.

The insurance cover provided by the scheme, devised specifically for NUJ members, protects you against a wide array of risks faced by professional writers today, including, but not limited to: libel, slander, defamation, breach of someone else’s copyright, confidentiality or privacy, breach of contract, negligent error or omission, misstatement or any other issue that could result in a claim being made against you. The policy provides cover for costs incurred in defending an allegation or claim brought against you, whether such claim proves to be successful or not, and it pays losses or awards against you too.

Paul Woodward, one of the NUJ dedicated insurance advisors, adds: “Contractual requirements being levied on the writing profession are increasing and exposure is constantly evolving. The need for adequate protection against these perils has never been more imperative.” Your advisors will continue to be Paul and Sarah-Jayne Senior. Their email address is pi@taskerinsurance.co.uk or see the link below.

And: does your work involve travel? If so you will want to know that the International Federation of Journalists (IFJ) has announced it is partnering with Battleface to offer travel insurance that will offer NUJ members coverage in the world’s most challenging places. Members will be protected for emergency medical expenses and evacuations, as well as accidents and injuries. They will also be able to insure their equipment whilst travelling anywhere in the world.

IFJ President Younes Mjahed said: “Getting insured is an absolute necessity when considering travelling and working overseas.” See www.lononfreelance.org/fl/1912insu.html © Mike Holderness

What training do you want?

FOLLOWING a pilot survey in the summer, London Freelance Branch has launched a new survey to find out what members’ training needs are. If you have ideas for courses you would be interested in, please visit www.surveymonkey.co.uk/r/FJC95PH now. Tell us which of the courses we’re thinking of you’d be most likely to come to – and suggest courses we should think about. Please also take a moment to fill out quizzes online at Skillcheck: go to www.unionlearn.org.uk/skillcheck, click “Access web version of SkillCheck now”, and register, choosing the “non-unionlearn” and then “NUJ” options. Doing this will help keep the free courses from www.freetraining.org alive. Their funding is threatened, so do help FEU Training to continue by going on its courses and webinars. Use it or lose it!

A pew-end representing “slander” in Blythburgh Church, Suffolk – part of a series of the Seven Deadly Sins. It dates from the 1490s, so any person the carving may have slandered or otherwise defamed is definitely dead. Image © Matt Salusbury

HOLIDAY from page 1 pay should contact the NUJ Freelance Office at freelanceoffice@nuj.org.uk for confidential advice. The Union holds twice-monthly legal surgeries with Thompsons Solicitors. It can also help if you have stopped working for a particular organisation within the last three months.

As part of the NUJ holiday pay campaign, NUJ members’ now a printable colour poster you can download as a PDF – at bit.ly/FL-hols – that gives more detail on the circumstances in which freelances might be eligible for holiday pay. Please circulate it especially to colleagues who are not yet NUJ members. Support from the NUJ in fighting holiday pay battles is another reason to join, so spread the word. Watch this space and @NUJofficial and @NUJ_LFB on Twitter for more on the campaign. See the NUJ’s new Guidance for Workplace Reps on Employment Status at www.tinyurl.com/NUJemploymentstatus © Matt Salusbury

Use it or lose it!
Trade unionists targeted by spies

AT AN event entitled Undercover Policing and Trade Unions at the University of Greenwich in November, trade unionists, campaigners and academics gathered to hear the state of play of campaigns against blacklist- ing and state spies in our lives.

Gail Cartmail, Assistant General Secretary of Unite; Helen Steel of the McLibel campaign and Police Spies Out of Lives (www.policespies- soutoflives.org.uk); journalists Rob Evans and Phil Chamberlain; former MP Dave Nellist; Dave Smith of the Blacklist Support Group and many more spoke at the event.

We focussed mainly on the story that started in 1968 when the Special Demonstration Squad was formed within the Metropolitan Police. It eventually had 140 undercover officers infiltrating and reporting on around 1000 groups, including trade unions, the Labour Party and environmental campaigns. A number of the undercover police started relationships and families with women involved with the campaigns they were “investigating”. The SDS operated until at least 2010 – and is now Metropolitan Police unit SO15.

Dave Smith told of a blacklist set up by major construction employers to prevent trade unionists getting work in the industry. He highlighted how evidence came to light showing the police had been providing the employers’ blacklist organisation the Consulting Association with information on trade unionists, helping it prevent them getting work. As Dave said: “I was a trade unionist trying to stop people being killed at work, or concerned about asbestos, or helping people get their unpaid wages – not a terrorist!”

Helen Steel and others told of the devastating effect of finding out that their partners were or had been undercover police officers working against the interests of the causes they supported.

Much information about the issues covered by the event was made available on the day, which saw the launch of www.spycops.co.uk – other excellent sources of information are linked from the online version of this article.

Attendees were clear that the state had treated trade unionists and campaigners going about lawful activities not as democratic opponents but as political enemies – and that this was a wrong which future governments should address.

The government’s Undercover Policing Inquiry into all this is taking forever to progress even to the public evidence stage. The conference was concerned that the issue is likely to be kicked into the long grass if there isn’t a major injection of political will to see its work completed fully and properly.

© Mark Holder

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© Mark Holder

Brexit update: uncertainty but Settled Status app for iPhone

THE UK is now set to leave the EU either around 31 January, or later – or not. This is all subject to the outcome of the 12 December General Election. NUJ members who are EU nationals resident in the UK have until 31 December 2020 to register via the EU Settlement Scheme in the event that the UK leaves without concluding a Withdrawal Agreement with the EU, or 30 June 2021 if such a deal is concluded. This depends largely on the General Election.

Meanwhile, some good news: since the end of October the EU Exit: ID Document Check app, through which EU nationals will have to apply for Settled Status, now seems to work on iPhones as well as Android. You’ll need an iPhone 7 or later.

There has still been no “primary legislation” put before the UK Parliament to formally guarantee the rights of EU nationals.

In October, Guy Verhofstadt, European Parliament coordinator on matters relating to Brexit, warned that the European Parliament’s acceptance of the latest version of the Withdrawal Agreement was conditional on “further assurances… received over the UK government’s treatment of EU citizens, including 200,000 people who are regarded as being vulnerable”.

In the same month the Lower House of the Dutch Parliament wrote to the Minister for Exiting the European Union expressing concern at the plight of self-employed EU nationals in the UK post-Brexit. The letter expressed a fear that draft secondary legislation due to be enacted after the UK left the EU would mean “after exit day, EU citizens would no longer be able to be self-employed… in the UK on the same basis as British citizens”.

This lack of any concrete guarantees for EU nationals in the UK also affects the many UK nationals resident in the EU. Many EU member states have draft legislation guaranteeing the rights of UK nationals after Brexit, ready to go to their legislature, but conditional on “reciprocity” regarding treatment of their nationals in the UK. This has not been forth from the UK, leaving many UK nationals in EU member states in a state of uncertainty.

© Matt Salusbury

Election monitoring and NUJ Councils

THE FREELANCE is collecting data on any cases in which journalists have been pressured to report on the General Election in a particular way. Please let us know of any such incidents, to election@london- fre lance.org in confidence. If you say we may, we will share the results with the Campaign for Press and Broadcasting Freedom (North), which is producing an Election Watch briefing – see www.cold- type.net/MediaNorth.html or subscribe to their email list at ccbfnorth@outlook.com.

Another election is still open for voting: that to the NUJ’s Councils, including its highest decision-making body, the National Executive Council (NEC), and its Industrial Councils representing various demographics and industrial sectors.

Full members of the NUJ should have received their ballots – along with statements from candidates – by 12 December. If you don’t, contact elections@nuj.org.uk – your completed ballot has to be posted to arrive at the NUJ by second class post before 29 January 2020.

Some candidates are LFB members and/or have been nominated by LFB.

© Mark Holder

Reviving radicalism

THE ANNUAL Claudia Jones Memorial Lecture, organised by the NUJ Black Members’ Council, commemorates the Trinidadian-born journalist who was deported from the US for her political activism, and who was instrumental in establishing the first Notting Hill Carnival. This year’s lecture took place in October, during Black History Month. Academic and author Professor Kehinde Andrews spoke on the subject of “Reviving radicalism”. He cited Claudia as the perfect example of what radicalism is. There’s a 30-minute video of the lecture at www. nuj.org.uk/news/ nuj-claudia-jones- memorial-2019

© Mark Holder

Video consortium

London Freelance Branch again hosted the Video Consortium on 11 November (above). See our report at www.londonfreelance. org/fl/1912vc.html

Photo © Sara Varga (@saravargaphoto on Instagram)
BRITAIN MAY BE “a secular nation”, Religious Media Centre (RMC) speaker Kate Christopher told LBF’s November meeting, yet “twelve per cent of the population believe in angels.” So, she reckoned, a fundamental message to journalists reporting on faith issues is that “belief is really complex and messy.” Further, it’s a subject with which reporters tend to have a low level of empathy given that they’re “a rather unreligious group – 60 per cent claim no affiliation at all.” Hence the Centre’s training-and-information set-up – religiously neutral and universal (embracing paganism and rastafarianism, for instance).

Her RMC colleague Dr Michael Minnick, a former journalist who is now a researcher specialising in Islam and the media, noted that although 4.8 per cent of the UK population identify as Muslim only 0.4 per cent of journalists do likewise: “That means Islam is a big story covered by a lot of journalists who don’t have much connection with it and don’t know where to go to get the information they need.”

Illustrating the “complex and messy” side, he said Islam had many branches, such as Sunni, Shia, Sufi and Ahmadiyya... the first three perhaps familiar, the last not – and controversial within the faith: “Some say the Ahmadiyya community are not Muslims. But they are bidding for recognition in the mainstream. Journalists need to know there are strong feelings on all sides and invest in understanding the complexity. It will be worthwhile.”

RMC’s Rabbi Alex Goldberg, Chaplain at Surrey University – who is fundraising to build a mosque, synagogue and chapel under the same roof there – echoed the emphasis on diversity within faiths, pointing out that among his 160 Jewish students he knew of eight different groups represented.

“If you are reporting a religious story,” he added, “get the level of knowledge you’d think appropriate on a political story. Don’t think it’s less important to the people involved.”

The other member of the speaker team, Ruth Peacock, 20-year BBC journalist and launch director of the RMC, set out how the Centre is a charity offering links, contacts, fact sheets and training courses for journalists, academics – and faith groups as well, to educate them about dealing with the media, especially if they’ve been “burned” in the past.

“Religious literacy: there’s a lack of it across society – including media professionals,” she said. “The idea is for the Centre to be a bridge between religious organisations and media and journalists. Because there’s a gulf between them.”

Phil Sutcliffe
LFB HAS its Annual General Meeting (AGM) on Monday 13 January, during which it elects new members of its Committee. See www.londonfreelance.org/lfb/jobs.html for Committee posts (some paid) and what they entail.

There are also elections for nine LFB delegates to represent the Branch at the next Delegate Meeting – the NUJ’s conference – in Southport on 24-26 April 2020. For more on standing as a delegate, see www.londonfreelance.org/fl/1912dm.html and see also www.nuj.org.uk/about/union-democracy/nuj-delegation/union-democracy/nuj-democracy/nuj-delegate-meeting/

Additionally, there is a meeting for members new to LFB or to freelancing on Thursday 30 January: see below.

Regular meetings with speakers resume on Monday 10 February. We will hear from David Ziggy Green, the creator of the “Scene and Heard” graphic feature in Private Eye (©SaHreports). He will speak about being possibly the UK’s only reportage illustrator.

Working shifts is the focus of our Monday 9 March meeting. We’ve had reports of the precarious nature of trying to make a living doing freelance shifts having a catastrophic effect on the mental health of journalists. Possible speakers include NUJ Freelance Organiser Pamela Morton. We hope to hear also from some of the journalists who work at the sharp end of casual shifts.

This went to press on 3 December. Your deadline for the January online only issue is Monday 23 December.

LFB meetings (except for new members’ meetings) are always on the second Monday of the month, from 6:45pm to 8:45pm in the basement of the NUJ’s HQ at Headland House, 72 Acton Street, London WC1X 9NB, accessible to people who use wheelchairs.

LONDON FREELANCE Branch reminds members that under NUJ rules you don’t need to pay more than one per cent of your taxable income in union subscriptions – subject to a minimum of £10 a month.

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This means that you need to submit evidence of income to the Union at the start of each year. If you are already on a reduced rate, you need to contact the membership office (via membership@nuj.org.uk) in plenty of time for 31 January of each year – or they will automatically put your subscription up to the standard rates.

If you apply for reduced rate subs by 31 March, you can get the difference between what you’ve paid and the reduced rate you should be paying refunded. Leave it beyond the end of March and your subs will stay at the standard rate until you apply for the reduced rate.

If you earn enough in any calendar year to go back onto standard rates, the Department will stop sending reminders. So if you earnings for the following year fall enough to take you back into reduced subs, you will have to contact Membership again.

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October’s meeting; photo © Francesca Marchese

NEW MEMBERS MEET

There were 14 members new to freelancing or recently joining the NUJ at the Branch’s New Members Meeting on 31 October – Halloween, also supposed to have been the day the UK left the EU. New members had questions about fees, invoicing, taxes, unpaid “work experience”, pitching and negotiating. Six experienced members of the LFB Committee attended to give advice.

We discussed the Freelance Directory (www.freelancedirectory.org) and opportunities for training. The next New Members Meeting is due on Thursday 30 January from 6pm. It’s at the Camera Museum, Museum Street, London WC1A 1LY – the nearest Tube is Holborn.

CONTACTS

Freelance office
Pamela Morton, David Ayrton .......................... 020 7843 3706
Membership via switchboard .......................... 020 7728 7916
email: membership@nuj.org.uk
post .............................................. 72 Acton Street, London WC1X 9NB

Legal helpline for NUJ members in emergency only:
England, Wales and Northern Ireland .......................... 0114 241 9700
Scotland .............................................. 0800 801 299
Republic of Ireland .............................................. +353(0)1817 0340

Freelance editors
Mike Holderness ..............................................
Matt Salusbury ..............................................
email: editor@londonfreelance.org

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