

Observer v Tortoise

BY THE TIME this reaches you, journalists at the *Guardian* and *Observer* are due to have been on strike for four days over management plans to hive the *Observer* off to Tortoise Media. Please watch for further strike dates. Branch Chair Tim Gopsill says: "Please, if you can avoid it, do not produce or deliver any words or pictures for the *Guardian* or *Observer*" on strike days.

Tom Davies, secretary of the *Guardian* and *Observer* chapel-branch, reported on the dispute to the October Branch meeting. He began with the one positive slice of the sandwich that was his report to us: "Happily, the *Guardian* is one of the most unionised places in the industry, so there is a union culture into which you can slot – which I did... and here I am again." Tom was LFB secretary from 2004 to 2014. "It's nice to be back talking to you about *Guardian* union matters, even though it's a tough thing to be talking about."

Members received, in a rushed meeting for *Observer* staff and a mere 'global email' around the building for everyone else, [the] formal communication of a story that a couple of outlets had already covered. The Scott Trust plans to transfer the *Observer* out of *Guardian* News and Media (GNM) ownership to Tortoise Media, the long-form startup run by former *Times* editor and BBC director James Harding.

"We were told that this was 'an exciting development' for the *Observer*, with Tortoise promising to invest an extra 25 million into the paper over the next five years and new investors coming on. But we still



Tom Davies updated us

Image © Pennie Quinton

haven't been told who those investors are and what they might want for their stake, nor what their plans will be... There are various bits of speculation, but still the identities of [these] investors [are not yet] confirmed."

"When chief executive Anna Bateson was asked for details about the plans at a staff briefing, 'we were told plenty of upbeat things about GNM's general financial performance. She waved away questions about the detail of the deal, with an insistence that everything was at a very early stage, and it was too early to say about how everything would work."

"All the while and at the same time, James Harding has been going around saying that he wants and can get the whole deal done by December. The NUJ has serious questions about the corporate governance surrounding this proposal: 'following the *i* paper reporting before our meeting that the Harding and Bateson families had holidayed on a yacht together."

"The alarm this closeness caused

among staff invited loads of questions such as: how many staff would transfer over, bearing in mind how integrated the two operations are between the *Guardian*, the *Observer* and the overall digital operation."

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- On 20 November the result of a ballot for industrial action came out: 93 per cent of journalists at the titles voted in support and strokes were announced for four days on 4-5 December and 12-13 December.

- There is a complete report of Tom's presentation and the discussion, with links to updates, at www.londonfreelance.org/fl/2410gmg.html

- We are working with the NUJ's Freelance Office on possibilities for compensation for those who have worked as regular casuals, though the hope is that all remain engaged, ideally by the *Guardian* group. The only general answer we can give is that everything depends on your individual circumstances: so contact the Freelance Office to set them out.

Lammy: 'there are no journalists in Gaza'

BRITISH FOREIGN Secretary David Lammy, in front of the Foreign Affairs Select Committee of the House of Commons on 27 November, attempted to deflect a question regarding the arrest warrant for the Israeli and Hamas leaders, said "there are no journalists in Gaza" and rambled about "widespread looting".

Lammy was asked about the arrest warrants from the International Criminal Court, which was established by the Statute of Rome. He responded: "well, on the basis of what you've just said to me, um... um... um... there are two things that I'm holding at the same time – one is our obliga-

tions under the Statute of Rome and our powerful belief both in the rule of law and international humanitarian law... there is an obligation on me to transmit to the courts... should those named seek to come into our country... then the courts will make their determination... as I said there is now widespread looting, um, there are no journalists in Gaza, there are no politicians like me able to go to Gaza so I'm unable to verify um who is behind the looting..."

As journalists we must demand Lammy formally retract this statement that "there are no journalists in Gaza" and correct the record. Gaza

is the deadliest conflict for journalists since the Committee to Protect Journalists started collecting data.

Lammy must urge Israel to allow foreign journalists to enter Gaza, as those working for major international outlets have demanded.

Lammy must cease his attempts to distract us from his legal duty, which is to arrest war criminals, using spurious mention of looting in a land reduced to rubble.

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- We continue to update our list of journalists killed in the region at www.londonfreelance.org/fl/2311gaza-deaths.html

Inside:

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'Be very fast, and invisible' star snapper Jill Furmanovsky 5

Constantly updated: londonfreelance.org

Get your free entry in the Freelance Directory

Now is a good time to check your entry on www.freelancedirectory.org – or make one if you haven't done so already. It's the first and largest directory of freelance journalists working in or to the UK and Ireland – and entries are free to NUJ members who've told the union they are freelance.

The Rate for the Job

THE RATE for the Job does work: we can report looking at it during an interview about doing shifts, reporting “but your competitors are paying...” and securing a 35 per cent increase. So do please let colleagues know what you have been paid for work, at www.londonfreelance.org/rates – or indeed let us know what rates you have turned down.

We again offer our thanks to those who have done so, on behalf of those readers who are thinking about working for a company you've

Do also look at the *Freelance Fees Guide* at www.londonfreelance.org/feesguide – we cannot update that without fresh Rates for the Job. Find more BBC rates there, too.

Please treat all rates as minima, even the happy ☺ few, and note that rates marked **X** are, in the editor's fallible opinion, variously below par.

Broadcasting: BBC World Service, live illustrated two-way with 3 interviews and voiced-over from foreign language £355 ☺; BBC, news desk day (9 hours) £204; Al Jazeera online news desk, 3 minutes video, all rights £200; BBC Radio Scotland, radio package 5 minutes £125 **X**; BBC Radio Scotland, live interview 5-10 mins weekend £75, weekday £67;; Sky News, live 1+1 5-10 minutes £75; BBC World News Radio – Weekend show, reporting from abroad about a UK story £75 **X**; BBC Radio 4, reporting from abroad about a UK story £50 **X**; BBC News 24 / World, live 1+1 5-10 minutes guest back-end interview (in studio or remote) £50 **X**; BBC Radio 5 Live – Stephen Nolan show, reporting from abroad about a UK story, after 8pm, exes £36 fee £50 **X**; LBC Radio, reporting from abroad about a UK story £35 **XXX**;

Photography: Book publisher, photographic studio day rate £1180 ☺; *MailOnline*, basic video shot on phone and posted on socials £200; *Barnsley Chronicle*, day, approx 9

hours £130 **X**; Alamy agency, single image – worldwide editorial and online social media and websites in perpetuity \$15.78 **XXX**.

Shifts: *Daily Mail*, 6-hour news subbing day £160; The *i* paper, 7¼-hour news subbing day £154; Web-based news company outside UK, reporting day £150 **X**;

Words, per 1000: *Climate Home News* \$1000; *Scottish Daily Mail*, splash £700; *Sunday Mail*, page lead £667, full page £600; *The Musicians* (union magazine), £555 ☺; *Guardian*, 700 words @ £252 = £360; *Business Insider*, offered on Twitter for food, fashion, homes \$333; *ASLEF Journal*, full page report, 750 words @ £200 = £267; Unite member magazines (print), reported feature £300; *Private Eye*, 280 words @ £60 = £214; Al Jazeera online news desk, 750 words all rights @ £150 = £200, same @ £70 = £128 **XX**; *D&I Leaders*, articles 1000 to 1200 words – lot of research and quote-finding needed; pay within 2 days of invoicing £180 **X**; *The National* (Scotland), opinion column £150 **X**; *Irish Times*, reporting from abroad about an Irish story €80 **X**.

Words, other: *Tricycle* (Buddhist magazine), pitched 1200-word Q&A with questions agreed in advance, supplied with photo £224; *Scottish Daily Mail*, news story, basement £150 **XX**; *Lancashire Telegraph*, review with photos £30 **XXX**;



The Trireme

The Trireme is awarded for what one freelance called the “worst terms since I was last chained to the oars”. We award this issue's nomination to the *Lancashire Telegraph*, offering £30 for a review with photos thrown in. That would be two hours and 37 minutes' work at minimum wage: it had better be a short show.

Photo: **A member of the Trireme Trust**

not dealt with before, and can look at the Rate for the Job to find out what companies in similar niches have paid.

When you've got the client to name a price you know how to start negotiating a better one.

While doing tax, get a bargain from the UK government!

WHILE you are doing your taxes would be the perfect time to check whether you can claim a bargain from the UK government.

But first: remember that you have to file your UK Self-Assessment tax return online by **31 January 2025**. If you don't, you will have to pay a substantial automatic fine.

The bargain is the opportunity to top up your UK state pension. The people at moneysavingexpert.com reckon that you may get back

ten times what you pay in. It works like this: The standard basic UK state pension for a single person is £221.20 per week. It is payable from your 66th birthday if you were born on or before 5 April 1960, provided that you have paid at least 35 years of National Insurance (NI) contributions. If you have fewer years of contributions you get less; if you have fewer than 10 years you may get nothing. It has, however, been possible to get away without pay-

ing the “Class 2” contributions that determine your eligibility for a State Pension.

You can currently fill in gaps as far back as 2006 and you have until **5 April 2025** to do so. After then, your contribution record for the years 2006 to 2019 will be locked.

From that date, if you have self-employed profits of at least £6725 per year you are “treated as having paid” Class 2 contributions. But you really should top up earlier years.

New Zealand joins the Google threat club

THE NEW ZEALAND government has carried out its 2022 promise to make Facebook and the like pay for the news they use – by introducing a “Fair Digital News Bargaining Bill”. This would work by “providing for collective bargaining by news media entities” with internet services.

So it amends competition law, not authors' rights: it follows the example set by Australia and later by Canada. It sets up arbitration panels and establishes civil (not criminal) penalties for failure to bargain. As

expected, we find no mention of payment to journalists.

Google has, as also expected, responded by threatening on 4 October to cut New Zealand news site links if it has to pay for news content. It deployed this threat in 2014 when Spain passed similar legislation, and indeed shut down news.google.es for several years. It threatened to do the same to the entire European Union while the bloc was debating its Directive on copyright in the Digital Single Market – which does provide

for journalists to be paid – and this year to California.

New Zealand communications minister Paul Goldsmith told Radio New Zealand that while the final number depends on negotiations, the bill could generate as much as \$30 million per year (assuming those are NZ\$, that'd be £14 million).

It is worth remembering that Google has made agreements to comply with such laws when forced to, most recently in Canada.

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An etiquette guide to hosting the perfect police raid

HOW YOU as a journalist host can carry off a police visit to your abode under the auspices of anti-terror legislation.

- 1 Do expect a dawn raid – 05:40 seems to be the optimal time.
- 2 Do consider joining the 5am club – this will give you a chance to get in some yoga and Pilates stretches before your guests ring your doorbell and to develop some healthy habits.
- 3 Do expect the unexpected: one can never quite know when one's guest will arrive, but a good journalist host is always prepared.
- 4 Do ensure sufficient lighting to enable clear vision – think of the faux pas should one of one's guests trip and twist their ankle on a yoga mat or carelessly-placed weights.
- 5 Do expect at least 10 police officers: make sure the kettle is on, and you have enough mugs and tea bags to refresh your guests. Fortnum's biscuits are not necessary for this occasion – think more of custard creams or chocolate bournons.
- 6 Do remember: a good journalist host never escalates the situation but considers it no inconvenience to invite one's esteemed visitors to be

seated at the dining table.

- 7 Do ask all guests to sign one's visitors book – Liberty or Shepherds have a fine selection of visitor books on offer for the discerning hostess.
- 8 Do request full names and badge numbers.
- 9 Do listen courteously to any requests.
- 10 Don't ever express displeasure at one's guests' behaviour.
- 11 Do request to be shown the invitation that the judicial authorities have issued to your guests permitting them to sample the pleasures of your table.
- 12 Do request to consult with one's lawyer to be sure of the right ordering of the invitation.
- 13 Do be ready for your guests to be upstanding.
- 14 Don't be surprised that at least two officers may wish to admire every room and object in your hiehold.
- 15 Don't be tempted to snub your guests in this regard.
- 16 Don't apologise about the Lego on the nursery carpet: instead do have a word with your au pair for future occasions. Remember a good

host is never embarrassed.

- 17 Do expect that your guests' preference will be to take with them a doggy bag of their host's: phone, previous phone, laptop, desktop, and iPad.
- 18 Do expect them to also show interest in hard drives and empty phone packaging.
- 19 Do not raise an eyebrow. Remember one's guests' pleasure are your data devices and journalistic sources.
- 20 Do be aware that one's guests have attended the best police finishing schools and have been trained to expect that most hosts will have at least five data devices of interest: laptop, main computer, phone, iPad and previous phone.
- 21 Do make sure to have all data securely backed up and stored elsewhere.
- 22 Do encrypt all source data and follow the GDPR legislation.
- 23 Do remember: it's a poor host who keeps a disorganised contact book stretching back decades.
- 24 Do take precautions after reading this guide.

© Mrs G.D.P.R Manners



Image © Pennie Quinton

NUJ launches journalists' safety tracker

THE NUI has launched a journalists' safety tracker where you can log incidents and threats that affect your ability to report the news. The online tool asks for details of events including online abuse, physical assault, arrest and legal threats including SLAPPs – strategic lawsuits against public participation. Find it at journalistsafetytracker.org.uk

It was developed with the support of the National Committee for the Safety of Journalists (NCSJ), set up in 2020, and funding from the Department of Culture, Media and Sport.

Members who require urgent legal advice should continue to see the emergency contact details and those wanting less-urgent advice see our guide on how to get legal assistance.



Image © Andrea Glioti

Security help is at hand

THE IMPORTANCE of cybersecurity for journalists, especially those working on investigative reports or in areas with high surveillance risk, was highlighted in our coffee morning on 15 November. Protecting devices and data is crucial for keeping sources safe and ensuring journalistic integrity.

Journalists raised concerns about:

- Device security: several members reported experiencing device seizure or hacking attempts;
- Protecting sources: confidential sources' safety is crucial, especially when communicating electronically;

• Online presence: managing online reputation and minimising the risk of unknowingly compromising sensitive information through past posts;

• Working abroad: journalists in conflict zones face heightened risks of surveillance or data breaches; and

• Using personal devices for work: Some journalists were pressured by employers to use personal phones for work projects, raising data security concerns.

Journalists should adopt a proactive approach to security by implementing good practices for handling devices, data, and online behaviour.

Journalists are encouraged to report any incidents of harassment or threats through the new safety tracker: see *sidebar*. The session addressed the importance of good security habits over relying solely on specific apps or devices.

The organisers encouraged collaboration between journalists and unions to track threats.

We will be offering free one-on-one consultations with the TOR Project and Citizen Lab cybersecurity experts to assess individual risks and recommend best practices.

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Pitching investigative journalism: Andrea Glioti

OUR PITCHING CLINIC on 18 October featured Andrea Glioti, investigative editor at *The New Arab*.

Investigative journalism, Andrea reminded us, is a proactive form of reporting that aims to uncover hidden facts and information. It stands out from conventional journalism in its depth and time commitment.

Projects often take six months or more, allowing for an in-depth exploration and meticulous fact-checking, underscoring the significance of each piece of information uncovered.

To pitch an investigative story to *The New Arab*, you'll need to submit a pitch form that includes:

- A statement of your hypothesis.
- An explanation of how your in-

vestigation differs from any existing coverage of the issue.

• A description of the potential impact of your findings.

• An outline of your sources and research methods.

• A definition of the minimum and maximum story you can achieve.

The New Arab offers various forms of support to contributors, including:

- Research assistance;
- Guide to financial support;
- Legal advice;
- Fact-checking;
- Promotion;
- Safety advice for journalists in stressful situations; and
- Funding opportunities.

Andrea offered more tips

- Be prepared for a lengthy process.
- Collaborate closely with the team.
- Strive for excellence in your research and writing.

Investigative journalism is a rewarding but challenging field. By following these guidelines and leveraging support, you can increase your chances of successfully pitching and publishing an impactful investigation.

Remember, safety is paramount for journalists working in stressful environments. Rory Peck Trust provides valuable resources and training on safety practices. Additionally, exploring funding opportunities can help you secure the resources needed to conduct your research.

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More follows...

For links to longer versions of these reports, with links to resources, and for details of further events, see www.londonfreelance.org/training

The joy of Substack

AT THE OCTOBER Branch Meeting we heard from our former branch secretary Alistair Dabbs, now chair of NUJ Paris Branch, about his experience building a following on Substack and the opportunities for remuneration that this offers.

Alistair began by telling us how, out of the blue, he got a message from Substack saying, “congratulations, you’ve hit a certain level of paid subscribers.”

“I was surprised at myself how pleased I was to get this message. . . And then I did what everyone else does, which is tell everyone”. So when we heard we invited Alistair to share with us his experience of Substack to date.

He explained that Substack is one of many newsletter platforms and is like doing a blog but is set up so it’s easy to route it to people’s emails. “It’s nicely formatted. It’s not unlike MailChimp, but with extras.”

Alistair told us that he first went on Substack at the start of the Covid lockdown. “I’d been writing a weekly column, an opinion column of no great value for an IT website, for about 10 years, once a week. And of course, when the lockdowns came,

they cancelled all freelance work. It wasn’t a major problem, but I felt a bit sad that I couldn’t do a weekly column because I’d built up a nice little readership.

“So, I just carried on every week on Substack and, as it happened, a whole bunch of people came over from the IT website and suddenly joined. So, they were happy to get it all for free as usual, and I carried on doing that for a couple of years.

“Eventually I thought, I’ll start charging and see what happens. And if no one pays, then I’ll give up. And if someone pays, well, I’ll be obliged to keep going.

“I was quite surprised. If you know anything about traditional direct mail [marketing], a response rate of 2.5 per cent is good. I worked out that if I could get 2.5% of the people already subscribing to pay, I’d be okay. I was surprised to exceed that.”

Alistair explained the importance of gauging in advance how much people might want to pay to read and that the journalist chooses the subscription price. He said that he chose the lowest amount that Substack would allow, since he understood his readers to be rather “cyni-

cal and sarcastic – so I couldn’t really take the piss”.

He was surprised how many of his readers did subscribe. That meant he was committed to publishing for a year. He also noticed that almost weekly, more people signed up.

“It doesn’t have to be a high price. Consider how many hundreds of pounds you want to be paid for a column. If you set an annual subscription rate of, say, £50 per year for your valuable newsletter and if six people subscribe every week... that’s £300 a week. It’s worth it.

“You already have upfront money from people who subscribed in a big bunch when you started, and every week a small number of people also subscribe, sometimes for a month, sometimes for a year.

“I’m [now] earning what I earned before for writing, just this one thing every week.

“If I wasn’t so lazy I could probably push the boat out a bit more. There are things you can do to maintain and grow the subscriptions. Every time someone subscribes, what you’re supposed to do is send them a personal message of thanks...”

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Alistair Dabbs
Image © Pennie Quinton

● We have a longer report at www.londonfreelance.org/fl/241alistair-dabbs.html

Can ‘AI’ enhance news reporting?

BRANCH member Owen Holdaway told our September meeting about his work helping to develop “Factual Inquirer” – a set of tools aimed to enhance news reporting. He reminded us that “social media and technology companies are contributing to disinformation.” His aim is to “give suggestions to journalists to improve the credibility and the transparency of the work they’re doing”.

Factual Inquirer (FI) is a work

in progress. It will advise journalists on aspects of others’ reports: for example their newsworthiness, their credibility and their transparency and the extent to which they are likely to have been subject to censorship. Owen gave as an example a FI report on a report of Tony Blair’s case for invading Iraq in 2002. It failed the credibility test.

What FI does, as far as the *Freelance* understands it, is to assist us-

ers in composing queries and then to present these to a “large language model” (LLM; often marketed as “artificial intelligence” such as ChatGPT. Somewhere in there is another LLM “trained” on stories that Owen and colleagues have annotated for quality. The plan is to set up a subscription model, which will give access to forums where journalists can communicate with non-artificial peers.

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Using ‘AI’ is never safe

BACK IN March 2023 the *Freelance* asked: “Is ‘artificial intelligence’ always wrong?” We concluded that everyone should always assume that such a system is “confabulating”. The world stays the same: “as a journalist, take nothing at face value. Check the sources for everything.”

It turns out that it’s worse than that, and getting worse still. A September paper in *Nature* shows that humans are not good at checking the output of what the authors properly call “language models” – and are more likely to be misdirected to over-trust newer models.

Lexin Zhou at the University of Cambridge and colleagues looked at 32 variants of three basic models: ChatGPT, LLaMA and BLOOM. Later variants trained on more of your

work in fact produced more correct answers. But the larger models also spat out more false responses; and, crucially, they almost entirely stopped responding “can’t answer that”. And they still made errors on objectively easier problems.

Enthusiasts will respond that they are cleverer at “prompt engineering” and can get the best out of their favourite AI. Sorry: the paper reports that “users may be swayed by prompts that work well for difficult instances but simultaneously get more incorrect responses for the easy instances.”

Our take-away quote: the newer models “do not secure areas of low difficulty in which either the model does not err or human supervision can spot the errors”. They will lie

and you are unlikely to catch the lies.

So: if you go ahead and publish the output of a machine-learning system and it turns out that it libels someone, where do you stand legally? On 24 September attention was diverted from the demise of the printed *Evening Standard* by a story from *deadline.com* that the online remnant is planning to run ‘AI’ reviews in the style of the late Brian Sewell.

Two teachers of journalism law, Mark Hanna and David Banks, pointed out that reviews by humans are often covered by the defence that they express honestly-held opinions. Can an ‘AI’ hold an opinion of any kind? Anyone who publishes such an artificial libel is, it seems, very likely has no defence.

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A robot writing computer code, generated from that prompt by Dall-e-2

Image probably not © Mike Holderness

- A report of the hustings we held for the General Secretary candidates
- End impunity for crimes against journalists
- The message is: “keep your mouth shut” – just one of the recent arrests
- Google awaits more court verdicts, faces break-up demand

LONDON FREELANCE BRANCH MEETINGS

Come to our Annual General Meeting!

THE LONDON Freelance Branch meeting on **Monday 13 January 2025** will be our Annual General Meeting.

This is where we elect the Branch Committee for the year. We encourage *full members* to put yourselves forward to help run the Branch for the next year. For an outline of what is involved in each Committee post, please see below.

We are still working on finding a speaker or speakers for the meeting on **Monday 10 February 2025**.

The Branch Committee welcomes suggestions for meeting topics and speakers: please contact us via www.londonfreelance.org/lfb/contact.html

Branch meetings are on the second Monday of each month, now at **6:30pm** – for details of future meetings visit www.londonfreelance.org.

This went to press on **3 December**. Your deadline to submit motions or an online article is **Saturday 4 January 2025**.

www.londonfreelance.org/lfb/meetings.html

These meetings will be hybrid – so that you can meet other members at the NUJ headquarters, Headland House, **72 Acton Street WC1X 9NB**, or attend online. Check the page linked above for confirmation.

We will email all Branch members for whom we have an address over the weekend before each meeting with Zoom details. If you are not getting alerts about meetings please contact us at list@londonfreelance.org to let us know.

COMMITTEE RESPONSIBILITIES

Your Branch Needs You!

LONDON FREELANCE Branch is run by working freelances, for working freelances.

That means that every year we need volunteers to help run the branch. You can nominate yourself at the January meeting for any of the branch posts.

The Committee meets on the Mondays following Branch meetings, from 18:30 to 20:30 sharp.

Chair:

- chair branch and branch committee meetings in accordance with standing orders
- liaise with committee members as and when necessary
- act as spokesperson for the branch in dealings with NUJ headquarters and officers, and in any dealings with the press
- lead the branch delegation at annual delegate meeting
- write the annual report

Vice-chair: stand in for the chair, when needed.

Secretary:

- write and distribute agenda and minutes for branch and committee meetings, book rooms
- maintain the domestic affairs of the branch in some semblance of order
- liaise with NUJ headquarters over issues including delegate meetings, elections to union bodies

Membership secretary & new members' representatives:

- liaise with the union's membership department over applications

- present list of applicants at Branch meetings

- welcome new members into membership
- sign forms

- organise occasional briefing/networking meetings for new members

Welfare officer:

- send out claim forms to full members who have paid their subs for at least one year and are ill
- sign the claim forms if they come back accompanied by a medical certificate. Each week has to be signed for after it has happened
- chivvy the NUJ finance department over payment if necessary
- assess new claims to the NUJ Extra charitable fund

Since members' reasons for needing to contact a welfare officer are often sensitive, we aim to have one female and one male in post.

Treasurer: look after branch finances, including:

- advising on balances;
- submitting accounts to HQ;
- scrutinising invoices and arranging for bills to be paid

Editor of the Freelance:

- plan mailing dates;
- book into printers;
- plan copy in conjunction with branch committee, freelance organiser;

- commission or write copy;
- sub, layout, panic over illustrations;
- check pages with representative of committee;

- take to printers;

- sleep;

- post to website;

- repeat.

Deputy Editor: sleuth out better stories, and as above.

The editors are remunerated.

Training officers: (up to two) co-ordinate any training the branch organises

Equality officer: advise branch on promoting equal opportunities for journalists

Chapel liaison officer: A new post to maintain contact with NUJ groups in workplaces and encourage participation by freelance representatives.

Negotiations officer: Support negotiations and help freelance groups to organise.

Social media officer: Manage the Branch's social media accounts, especially its Twitter feeds @NUJ_LFB and @NUJLFB.bsky.social. This is a remunerated post.

Members without portfolio: take on jobs as they arise... prepare to possibly take on one of the roles listed above

Auditors: (not Committee members): check Branch accounts at year end.

DM Delegation: (9 places) vote according to mandates where given by Branch, otherwise decide collective position among the delegation, at Delegate Meeting (DM)..

FREELANCE

Branch contacts: www.londonfreelance.org/lfb
Online Freelance contents: www.londonfreelance.org/fl

PRESS CARDS

The NUJ has introduced a simplified process for administering the issuing of press cards through the UK Press Card Authority. London Freelance Branch advises any freelance who has had difficulty obtaining a press card to apply again.

THE GALLERY

Freelance NUJ members: showcase your photographs on The London Freelance Branch Gallery (in memory of Dave Rotchelle). Check submission details at www.londonfreelance.org/gallery – and freelance members can promote published books of which they are the author (or an author) on the London Freelance Bookshelf, at www.londonfreelance.org/bookshelf

CONTACTS

Freelance office

Andy Smith & David Ayrton via 020 7843 3700
Membership via switchboard 020 7843 3700
email freelanceoffice@nuj.org.uk
post 72 Acton Street, London WC1X 9NB

Legal helpline for NUJ members in emergency only:

England, Wales, Scotland and Northern Ireland .0800 587 7530

Freelance editors

Mike Holderness
Pennie Quinton.....

email: editor@londonfreelance.org

Follow us on Twitter ("X")... [www.twitter.com/NUJ_LFB](https://twitter.com/NUJ_LFB)

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