

# £225,000 VICTORY



## Member bullied out of his job

**A MEMBER has won £225,000 compensation after being bullied out of his job on a national newspaper.**

The bullying so damaged our member's mental health that, two years after leaving the paper, he is still too unwell to work.

At one time, he had, with psychiatric treatment and medication, recovered enough from his depression and anxiety attacks to return to work on a phased basis. His doctors said it was desirable for him to do so.

But the bosses put every obstacle in the way of him resuming work until, in the end, his health deteriorated again and he couldn't take any more.

He resigned and, with the assistance of BAJ's £50,000 legal expenses insurance, sued for constructive unfair dismissal, disability discrimination, injury to feelings, injury to health and aggravated damages.

The £225,000 settlement was reached only shortly before a 10-day hearing was due to start at an Employment Tribunal in London.

As part of the settlement, our member had to sign a confidentiality agreement. So, unfortunately, his identity, newspaper and position cannot be disclosed in this report.

Our member earned £45,000 a year and seemed destined for high office at his newspaper. Then came redundancies. His workload escalated and he was subjected to unreasonable working hours.

His Department Head and other executives were constantly demanding more from him. Nothing he did was good enough for them. His health began to falter.

In the end, our member suffered a breakdown. One morning, he tried to get out of bed and go to work, but he just couldn't cope any more.

His GP signed him off work. He then saw the Company Doctor who sent him to see a psychiatrist. The psychiatrist found our member's experience so appalling that he subsequently included details in a lecture on "Toxic Management."

After seven months off sick, the three doctors judged that our member was well enough to return to work on a phased basis.

The Company Doctor wrote to HR to say our member still had a number of symptoms, but he had made substantial progress and would benefit from a phased return to work.

Despite this advice, the HR representatives who met our member were rather vague about what work he could do. Things dragged on for weeks.

The Company Doctor wrote to HR to say that the delay was "potentially damaging" to our member's health. He added that the psychiatrist was "very critical" of Management's attitude.

Our member also told IIR that he was going to take legal advice over his situation.

The Company Doctor's memo and the threat of possible legal action brought results. Out of the blue, our member was offered a desk job in which he could build up from part-time to full-time working.

Our member gladly accepted the desk job. A satisfactory outcome seemed to have been achieved.

Then four days later, our member received another email telling him that the job offer had been a

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**A NEW BAJ Chapel is born! Journalists at Eastbourne have formed a Chapel and are about to gain recognition for collective bargaining.**

Discussions are scheduled to take place on November 7 between BAJ officials and Management over a recognition and procedure agreement.

Eleven of the 14 journalists on the Eastbourne Herald and associated titles are now BAJ members, a clear majority of the staff.

This gives the Chapel far more than the 50% strength necessary to achieve official recognition under the law from the employer, TR Beckett Ltd, a subsidiary of Johnston Press.

So, hopefully, it will be possible to negotiate a satisfactory agreement without having to seek an order from the Central Arbitration Committee (CAC), which oversees union recognition cases.

Journalists decided to join BAJ to stand united against the threat of redundancies which are sweeping across Johnston Press's 400 or so regional titles because of the economic crisis.

Our first member at Eastbourne, photographer Andy Butler, has become the Chapel's first FOC. His deputy is reporter Andrew Rachburn.

The Chapel now has a collective voice and only good can come of standing together under the BAJ banner.

As a study of unionised and non-union firms by Professor John Kelly of London University showed: "In unionised firms, union members enjoy better pay and benefits, receive more information and off-the-job training, are more likely to be consulted about workplace changes and are less likely to work long hours or be dismissed."

So every member of the new Eastbourne Herald Chapel has cause for optimism that the Chapel will be able to improve terms and conditions and protect jobs.



FOC: Andy Butler

## TONY JOINS THE NEC

**SPORTSWRITER Tony Stenson, BAJ's first FOC at the Daily Mirror from 2000-2003, has been elected unopposed to the National Executive Committee. Tony worked at the Mirror for 28 years until taking voluntary redundancy in 2003. He is now working at Express Newspapers.**

Steve Turner said: "Tony achieved a landslide victory for BAJ MGN recognition in 2001 which brought considerable benefits to members. Tony is a great journalist and a good guy."

**Please use the enclosed form to sign up a member**

# BAJ fights to limit job losses

BAJ officials and lawyers has been busy advising and representing members across the industry over redundancies, unlawful sackings, possible sackings and devastating pension changes.

The bosses blame the economic slump, but whatever happened to using reserves to weather bad times?

The members affected are at Express Newspapers, News International, the Telegraph Group, Johnston Press, MGN, Northcliffe Newspapers, PA, Archant and Associated Newspapers.

At the Daily and Sunday Express, owner Richard Desmond has proposed making 36 full-time and 50 part-time subs redundant in the dotty belief that reporters and writers can do most of the subs' work as well as their own. Hopefully, the penny will drop soon.

Mr Desmond also proposes to close the final-salary pension scheme at the Express and Star titles to further contributions from the 20% of his staff who are in the scheme.

He is offering them inferior money-purchase plans which other staff have had since 1997. Mr Desmond says he cannot afford to continue funding the final-salary scheme.

BAJ is taking legal advice over members' rights. In particular, BAJ wants to know if taking the final-salary scheme away is a breach of employees' contracts.

At the Daily and Sunday Telegraph, all so-called casual work was ended on October 13 without any compensation. BAJ is ready to help two affected members take legal action for unfair dismissal if they wish to do so.

Steve Turner said: "Unfortunately, the task is damage limitation. I wish employers would do the decent thing and confine redundancies to volunteers."

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mistake. No vacancy existed. This latest rejection was the final straw for our member. He consulted a BAJ lawyer, resigned, and began a legal case.

It subsequently emerged that the senior executive who was involved in the original bullying had blocked the desk job.

In fact, there were two vacancies and they were filled by journalists who were working for other companies.

The whole affair continued to undermine our member's health. He was reduced to existing on meagre state sick benefit.

The compensation will now enable him to afford regular psychiatric treatment so that he can get better and rebuild his life.

Steve Turner said: "It beggars belief that other human beings could systematically make our member's life a misery. None of them have been disciplined, either, for what they did or for what they cost the company."

# Peers deplore of all news g

## POOR investment in news gathering and investigative and specialist journalism is one of the most worrying trends in the media in recent years, says a House of Lords Select Committee report on the Ownership of the Press.

While there has been a proliferation of news sites on the internet and the new TV channels, there has not been a corresponding expansion in professional

journalism or investment in news, adds the Committee.

The Committee points out that media ownership is regulated differently to ownership of most other business activities because of the media's important place in a healthy democracy.

Media mergers and acquisitions are currently subject to a special regime of regulation above and beyond general competition law.

Thus, the Communications Act 2003 introduced a new regime over media mergers – the Public Interest Test.

Yet the test does not include a requirement to establish whether a merger will impact adversely on news gathering.

The Committee urges the Government to review the test and to tighten other merger laws to avoid the risk of "disproportionate influence" being exercised by a small number of companies and owners.

The Committee notes that the newspaper industry is facing severe financial problems as readership falls, young people turn to other sources of news, and advertising moves to the internet.

# PAY TRIUMPH AT MGN ARBITRATION

## BAJ's MGN Chapels have triumphed on pay at an ACAS Arbitration hearing despite Company scare-mongering about possible closure of titles.

The three-man Arbitration Board unanimously awarded a pay rise of 3.5% to journalists on the Daily Mirror, Sunday Mirror and The People against the Company's offer of 3%.

The union came out with all guns blazing at the hearing. Hugh Tomlinson, QC, of Matrix Chambers, London, prepared and presented BAJ's case with the assistance of General Secretary Steve Turner and Acting Sunday Mirror FOC Geoff Milner.

### Top adviser

Professor Gillian Morris, an ACAS Arbitrator and Chairperson of the NHS Pay Review Body, advised BAJ on the case.

The case cost BAJ dear – legal fees came to £6,700 – but the victory was worth it.

MGN spared no expense or effort, either, in trying to win the day. They were represented by barrister Tom Kibling, then MD Richard Webb, then Finance Director Tim Barr Ronayne, HR Director Lesley Sommerville, Group Managing Editor Eugene Duffy and HR Officer Eleanor Lawler.

The Board consisted of chairman John Harris, OBE, BA, LL.M, MSc, FCIPD, employee nominee Roger Lyons, former Joint General Secretary, Amiens, and employer nominee Eamonn Barry, former HR General Manager, Rolls Royce.

The extra 0.5% pay rise awarded to MGN journalists is costing the Company a total of £118,000 a year.

MGN's claim at the arbitration hearing that it was "impossible" to afford this amount of money seemed rather hollow when set against Chief Executive Sly Bailey's remuneration package in 2007 of £1,763,000.

The Company also tried to scare the Board by claiming that if its cost base continued

to rise "we will not hesitate in looking at closure of titles." Fortunately, the Board saw through that ploy.

The arbitration was conducted, at the Company's insistence, by an extremely rare form of arbitration called pendulum arbitration under which winner takes all.

Both sides have to state their final position and the Arbitration Board has to decide in favour of one side or the other. The Board cannot use its judgement to award what it thinks is reasonable – as happens with conventional arbitration.

The rise was backdated to January 1 and applies to all full-time and part-time journalists and probationers from completion of probation. The increase also applies to casual rates and match fees.

The BAJ Chapels originally claimed a rise of 5% and other improvements in terms and conditions. Management first offered 2.5% and then 3%. BAJ came down in stages to 4.25%, but the Company would not raise its offer any more.

The BAJ Chapels resolved to take the dispute to arbitration under the BAJ-MGN Procedural Agreement.

Officials then sought the advice of Professor Morris as to what would be an appropriate pay claim under winner-takes-all pendulum arbitration.

She advised that the best chance of success under pendulum arbitration was to reduce the claim to 3.5% – the average of the awards in other Fleet Street offices – even though that was below RPI inflation.

The BAJ Chapels accepted her advice. It turned out to be good advice.

Management dragged its heels for months over the negotiations and the arrangements for arbitration. So the economic crisis had arrived by the time the Arbitration hearing was held on August 20.

The Arbitration Board's announced its decision on September 9. Its report summed up the evidence:

The union pointed out that MGN is a

highly profitable company with operating profits of £70 million in 2007 – an increase of 15% on the previous year – and predicted operating profits of £60 million for 2008.

In the context of a profitable business when RPI was 3.9% in the benchmark month of September 2007, 3.5% is a fair and reasonable claim which MGN can afford to pay.

The union recognised that the current economic climate poses severe problems for MGN, but it said the 2008 results should be considered in the next pay talks.

The Company argued that the current economic climate could not be ignored. MGN had to ensure the continued viability of the title. To meet the cost of a 3.5% rise might well lead to more redundancies.

### Decline

Advertising revenue is in decline, circulations were falling, newsprint was expected to cost 15% more and pension contributions were rising. City analysts had forecast a 10% reduction in profits for Trinity Mirror for 2008 and this may well be an under-estimate.

The Board concluded: "We were mindful of the Company's evidence which showed that other Unions representing editorial staff throughout Trinity Mirror have settled 3%."

"However, we were persuaded by the union's argument that journalists working for other Fleet Street titles provide an appropriate comparator for journalists working for MGN."

"The Board fully understands the Company's argument that the current economic climate, which has worsened considerably since April 2008, poses severe problems for management."

"Nonetheless, this pay award is in respect of the financial year ended 2007 and it is the Board's view that the Company made sufficient profits during that year to fund the award of 3.5%."

# run-down gathering

Many newspapers are rising to the challenge and establishing successful websites, but the value of web advertising does not match the value of lost press advertising.

The Committee was concerned that much of the news available on the internet and the new TV channels is simply repackaged from other sources.

A number of national newspaper editors told the Committee that websites such as Google and Yahoo were freeloading off the press.

They merely clicked users through to the newspaper websites while picking up advertising.

**The Committee recommended that the Government should examine how Google and similar websites might invest in news gathering.**

## PR worries

The result of these pressures on newspapers is that stalling levels are being cut. So there is a growing reliance on news agency copy and PR material, which can undermine accurate and independent journalism. The regional and local press are under particular pressure. The same trends are evident in TV news.

The popularity of news in the internet should not be overstated, however, adds the Committee which was chaired by Conservative Lord Fowler, a former Cabinet Minister, journalist and newspaper boss.

In 2006, only 6% of UK adults surveyed said the internet was their main source of news.

Other points from the report:

- Adult readership of national daily newspapers declined from 26.7 million in 1992 to 21.7 million in 2006 – down 19%. The decrease is slightly greater for national Sundays.

Within these figures, the number of readers aged 15-24 has declined by 37%, and the number aged 25-34 has declined by 40%.

- In the regions, some 55% of weeklies, 42% of Sundays and 17% of dailies are given away free because the circulations of paid-for titles are in decline.

- News is outdated. Simon Knellet, now Editor-in-Chief and MD of the Independent titles, told the Committee. He said newspapers should interpret, analyse and comment and provide the views beneath the news.

- **The Committee says the BBC has a worldwide reputation for news gathering and it is vital that nothing is done by the Government to diminish the quality of that role.**

- **The Committee believes that Ofcom needs new powers to ensure that the quality of the news provided by commercial public service broadcasters is maintained.**

The Committee concluded: "There is a danger in taking a too apocalyptic view of the state of traditional media.

"Fifty years ago, it was predicted that TV

would kill off newspapers. Although newspapers, both national and regional, have declined, they have not died.

"In summary, we believe that the traditional media companies remain of vital importance in delivering news and are likely to remain so for the foreseeable future."

Steve Turner said: "The Committee have done an excellent job highlighting the lack of investment in journalism today, but they haven't told us how better investment could be achieved.

"A business formula is needed to compel newspaper groups and commercial TV and radio companies to be content with lower profits and stop being greedy.

"Journalism will always be with us whether via old or new media, but the questions to be answered are: Will staff levels be adequate and will professional journalists be able to make a living?"

Without Yes to both questions, quality journalism will continue to decline and democracy will increasingly go unprotected. At the moment, the majority of journalists are paid only slave wages. It can't go on."

## Journalists happy to go

**ELEVEN journalists were made redundant on the Daily Mirror in August – and they were all happy to go as volunteers.**

This is the first time that compulsion has been avoided in any redundancy programme at MGN since before Robert Maxwell's reign began in 1984.

The 11 left under the restructuring of news and features production and the photographic studio.

The Daily Mirror also reorganised its Picture Desk and News Desk in September. One person volunteered to take the money and another four were relocated satisfactorily.

General Secretary Steve Turner said: "MGN got a bloody nose over redundancies at Christmas 2005. Three members sued, via BAJ, for unfair selection and won substantial compensation.

"MGN Group Managing Editor Eugene Duffy said when he announced the latest redundancies that he wanted losses to be voluntary to avoid any litigation. That was achieved, but the downside is that remaining staff are considerably overstretched."

Among the leavers were seven Daily Mirror BAJ stalwarts: Bob Blair, Bob Powell, Mike Ramsbottom, FOC Alan Livermore, Deputy FOC Mike Gillender, Membership Officer Pat Welland and Committee member Roy Markland.

The BAJ NEC salutes them all for their support for the union, particularly Alan who led the Daily Mirror Chapel for five years and negotiated substantial improvements in terms and conditions for all MGN journalists.

# ROBBED OF HIS PENSION BY A 'TECHNICALITY'

**OUR member should have received an extra £3,000 a year on his pension when he took his deferred pension early from MGN.**

But despite four solicitors, a senior barrister and a QC saying our member was entitled to the extra pension money, the MGN Pension Trustees found a technicality to stop him getting his dues.

The Trustees' technicality failed in the High Court and the Judge refused the Trustees leave to appeal.

However, the Trustees were able to use legal procedures to go direct to the Court of Appeal which overturned the Judge's verdict.

## Huge costs

The costs in the case came to £90,000. Our side's were £22,000. The Trustees' costs were £68,000.

Fortunately, our member and BAJ did not have to pay anything. BAJ had arranged no-win, no-fee agreements with the QC, a law firm and legal insurers. The lawyers covered their own costs and insurers covered the Pension Trustees' costs.

What was appalling was that the technicality achieved the Trustees' ends of stopping the real issue in the case – the length of our member's MGN service – ever being heard.

The real issue concerned events more than 40 years ago and our member and BAJ had been fighting the case for more than eight years.

He began working in the MGN offices in 1966 as a full-time regular casual, receiving paid holidays and sick pay. He was obviously working as a staff person from the beginning, but he wasn't put on the staff formally until 1972.

The Pension Trustees would only calculate his service from 1972 until 1992 when he was made redundant, but the six lawyers consulted by BAJ at various times said he was an employee in law from 1966.

## Extra years

The extra years gave him 25 years' service which entitled him to take his pension without actuarial reduction at age 60 – worth another £3,000 a year.

He tried, with BAJ's help, to get his proper entitlement agreed with the Pensions Office in 1999, but the Pensions Office and the Employer wouldn't have it. The disagreement tumbled on year by year without any resolution.

So, when he reached his 60th birthday and the Pensions Office refused to pay the extra pension, his solicitor issued legal proceedings against MGN Pension Trustees.

The issue as to whether our member's

service between 1966 and 1972 constituted employment, as our member's lawyers maintained, or self-employment, as the Trustees and the Employer maintained, was scheduled to be decided in the High Court.

Then, out of the blue, the Trustees themselves applied to the High Court for our member's claim to be struck out on the grounds of the technicality that he'd only asked the Trustees and not the Employer for permission to have a pension without actuarial reduction when he reached 60.

Our member was never told by anyone that he had to do this when he applied for his pension. There was no evidence, either, that anyone else with the appropriate service had ever asked the Employer for permission before they got a pension without actuarial reduction.

In fact, a letter was sent out in 1993 by the then MGN Finance Director and the then Chairman of the Pension Trustees saying that although permission to take a pension without actuarial reduction had to be obtained from the Trustees and the Employer, it would be given automatically.

The Trustees' application to have the case struck out was heard over two days before Judge John Jarvis in the High Court. He ruled in our member's favour on all points.

The Court of Appeal hearing lasted half a day and the appeal judges took the completely opposite view to the High Court judge.

## Rules

They said the pension rules stipulated that our member should have asked not only the Trustees for permission, but also the Employer for permission to have a pension without actuarial reduction.

As he didn't, he had not followed the rules. It didn't matter that others had not been required to follow the rules. That was within the discretion of the Trustees and the Employer.

The Appeal Court judges also pooh-poohed the 1993 letter which said permission would be given automatically. They said it was irrelevant because the letter was a policy statement, not a rule.

Steve Turner said: "The Court of Appeal judges were devoid of common sense saying that rules were rules and the Pension Trustees and MGN could please themselves whether or not to draw anyone's attention to the relevant rules or whether or not to enforce them.

"The Pension Trustees and MGN obviously knew they would lose the argument over our member's service and were happy to throw £68,000 money at the lawyers to come up with something to win the day and dodge the issue. That amount of money would have settled our member's claim comfortably."

## Freelance forum



By Jane Furnival

"ENCOURAGE all businesses to pay their bills promptly, rather than force suppliers to wait up to 105 days for money," trumpeted the Daily Mail on October 22, introducing its 'Charter' in support of small businesses.

That's rich. The paper has only just paid a member a measly £200, for an unused story written last December.

However, as if to redeem itself, someone in the Mail Features Department paid handsomely within two weeks, even though he didn't use a story.

Other Associated Newspapers' contributors have not been so lucky, being palmed off with the line "we only pay on publication", by both the Daily Mail and the Mail on Sunday. "Annoying and virtually unworkable," comments a member.

Among culprits who commission work, then don't use it or pay, the names of the Daily Express diary Night and Day, and all the other newspaper diary sections, crop up regularly.

### Relegated

A member working for the Daily Mirror, found his byline relegated to beneath a staff writer's byline, for a story that, he says, was all his own work. He was told it was 'policy' to add staffers to a freelance's byline.

'Policy' is also the excuse used not to pay contributors, by BBC local radio stations. Some offer 'the standard' £30 for a contribution up to five minutes. Some, especially the delightful Radio Ulster, pay 'the standard' £50. Most, however, have the brass neck to claim that no BBC local radio station offers anyone an appearance fee. Requests for clarification to the BBC's payment office, are met with radio silence.

More on zero payers: Despite wanting a contribution written for nothing, the Guardian's Obituaries section wins the charm prize for pleasant dealing, using a contribution quickly and keeping the writer updated.

### Feewatch

Daily Mail Features, £900 for 1200 words, 20% reduction on fee if not used. Daily Mail Me and My Money Q&A, £300, variable word length. The London Paper, Q&A celebrity interview, £150. Fabulous magazine, interiors/celebrity interview, £300.

Bella magazine, health feature, 1000 words, £550. Natural Health, health feature, 1500 words, £300. GMTV, day's filming, £300. PR agency, top tips for press release, £1,000 plus large box of chocolates.

Freelance editing: £400 per week to edit a 4-page magazine section; £7,000 for an 84-page company glossy.

# TOP TIPS FOR FREELANCES

OUR appeal in the last BAJ NEWS for freelances to share their know-how for the benefit of present and future members drew a disappointing response. In this article, the four splendid freelances who answered the call share some of their ideas with Cedric Pulford

### NEW freelances wake up in the night terrified of it. Veteran writers find a knot in their stomach.

The object of their fears is cold-calling an unknown editor to pitch an idea.

Who needs the constant voicemails, the hassle of getting past PAs and, above all, the fear of rejection?

Yet, says sports freelance Graham Nickless, there is no substitute for phoning when we contact a potential new client.

"Emails go astray or are just not answered," said Graham. "Some sports editors I know receive so many they don't read them all."

The three others who also answered BAJ's appeal for freelancing tips agreed. Emails are fine for an editor who already knows your work, one added.

### Dangerous

Everyone stressed that it's important to search out new clients. It's easy to get into the cosy habit of working for one or two regular clients. This is dangerous because too many eggs are in too few baskets.

Reporters, it is said, are only as good as their contacts. Graham offered this crisp advice: "Never throw a number away!" For sports writers, it's a good idea to keep in contact with retired footballers "because they can always end up in management."

Judy Youke, who writes for women's magazines and national newspapers, highlighted the common problem of editors "sitting on" an idea, preventing it being offered to someone else.

"I send a polite email a few days later saying something like 'If you haven't made a decision yet it's no problem, but if it's a definite no please let me know so I can offer it to someone else!'"

## Key Facts

● RPI INFLATION: January 1987-100, September 2008 - 218.4. Rise in past year 5 per cent.

● AVERAGE EARNINGS: 2000-100, August 2008 - 135.9. Private sector rise in the past year, excluding bonuses, 3.8 per cent.

● UNEMPLOYMENT: At 31 August, it was 1,790,000. Up 164,000 in the past three months. Unemployment is now the highest since early 1990s.

● HOUSES: Halifax national house price index: 1983-100, September 2008 - 566.8. Annual change - minus 12.4 per cent.

● MOTORING: AA's system for mileage rates for petrol cars averaging 10,000 miles a year: Car cost new up to £10,000 - 39.52p a mile. Car cost new £10,000-£13,000 - 48.21p a mile. Car cost new £13,000-£20,000 - 63.08p a mile.

For many freelances, keeping the rights to syndicate their own work is but a dream. Newspapers and magazines tend to demand rights on a take-it-or-leave-it basis. Judy from her own experience suggested it might be easier to keep the rights than we think.

"I used to be a commissioning editor and though we were always told to get all rights where possible I wasn't prepared to lose a story over it," she said.

She added (although not everyone will agree): "I think that if a magazine comes to me with an idea, it's fair enough they should keep the copyright."

For freelances who are registered for VAT, both Judy and Graham called attention to HMRC's "flat rate" scheme. Under this, registrants are allowed to

make money by charging VAT at 17.5% and only handing 11% to HMRC. Ask your accountant about it.

One of the biggest bugbears in freelancing is the late-paying client. The law allows creditors to charge interest on debts unpaid after 30 days, but this evidently hasn't changed the habits of newspapers and magazines.

"They know that freelances are reluctant to use the law because, as one of our contributors said, "I think it would backfire in the long run."

All four emphasised the importance of chasing late payments promptly. And Judy reminds us that soft talk unlocks more doors: "I speak sweetly to the accounts department and ask them to chase it up for me."

## Your finances

BAJ's finances are under pressure, as the accounts below show. You'll see income is slightly below expenditure at the moment. This is mainly because the NEC is improving the poor salaries of the union's two employees on a phased basis. Fortunately, BAJ has sufficient reserves to help out.

Our Management Accounts from 1 January until 30 September are:

INCOME		Monthly subs received	
		January	10,086.00
Advance/arrears subs	4,620.00	February	10,161.00
Donations	3,045.00	March	10,294.00
Bank interest	273.66	April	10,213.00
Legal fees for compromise agreements	1,000.00	May	10,114.00
Dividends	9.61	June	10,131.50
Sale of mobile phones	31.92	July	10,231.50
Office rates rebate	800.53	August	10,064.00
		September	10,268.50
		<b>TOTAL</b>	<b>101,344.22</b>

EXPENDITURE		Computer support	
Legal expenses/Hotline premium	14,433.12	Website	49.99
Legal advisers' retainers	18,993.97	Equipment Fund	110.97
Legal adviser's practising certificate	575.00	Photocopying	186.01
Legal adviser's, NEC's and FOC's insurance	828.33	Postage	722.18
Other legal bills/court charges	3,376.01	Stationery/printing	1,234.13
Tax Helpline	969.39	Secretarial	4,311.40
BAJ Press Cards	1,139.21	Bookkeeping	850.00
UK Press Cards	647.77	Audit fees	2,173.75
Trainee Press Cards	12.50	Bank and BACS charges	530.38
Company search fees	70.51	Office rent	3,254.04
BAJ NEWS	4,037.41	Office service charges	1,660.05
MPA/IRD affiliation fees	95.00	Office rates	927.05
Bounty payments	200.00	Office water rates	298.96
Pay/NIC (S. Turner)	17,232.74	Office insurance	613.62
Pay/NIC (D. Thomas)	16,102.95	Sundry expenses	2,078.99
Keyman insurance	1,043.55	<b>TOTAL</b>	<b>102,118.37</b>
Telephones (4)	2,064.93	<b>TOTAL INCOME</b>	<b>101,344.22</b>
Facsimiles (2)	477.00	<b>TOTAL EXP</b>	<b>102,118.37</b>
Mobile telephone	466.48	<b>IN HAND</b>	<b>-774.15</b>
Laptop dongle	20.00	Reserves:	£16,006.17
		Unit trust savings	2,500.00 (cost)