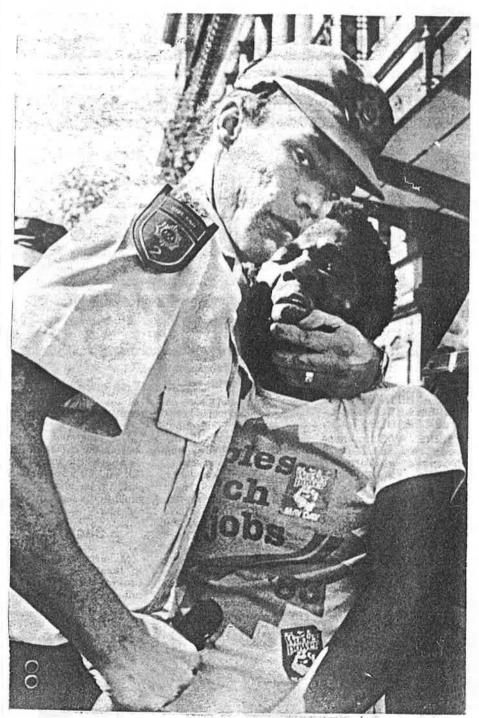
RED CLERK



RED CLERK IS THE MONTHLY PUBLICATION OF CPSA DHSS SOUTH EAST LONDON BRANCH.

SOUTH AFRICA: BLACK WORKERS DETAINED



Build
Links
Now!



Under Arrest South African Style. Trade Unionist Moses Mayekiso.

RED CLERK.

Produced by:

CPSA DHSS S. E. London Branch.

Sept/Oct. 1986 No.2

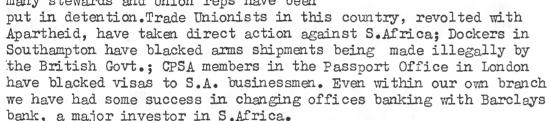
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CPSA DHSS SE LONDON ADOPTS SOUTH AFRICAN DETAINEES

NEVER HAS THE SITUATION IN SOUTH AFRICA BEEN SO DESPERATE YET SO FULL OF POSSIBILITY.

Since President P.W.Botha introduced the state of emergency literally thousands of Trade Unionists have been detained. In an attempt to cut off the head of the Black Workers Movement many stewards and Union reps have been



When debating sanctions against S.Africa at this year's TUC Conference, Union leaders put all finances into producing a video on the injustice of Apartheid. Had it spent a fraction of the money on actively organising and campaigning for action against British links with the S.African Govt. and business it would have been a start towards getting real solidarity with Black Workers fighting Apartheid.

At our Branch meeting on Thursday 18 September we voted to take further action in supporting Black South African Trade Unionists. We passed a motion calling for the adoption of two detainees and for regular collections to both campaign for their release and to give much needed financial support to their families.

Letters have been sent to the S.African National Union Of Mineworkers and the S.African Clothing Workers Union asking for details of VICTOR BAMBANE and ZUBEIDA JAFFER, both Trade Unionists being held in Botha's prisons.

The move to adopt detainees and campaign for their release is growing. In CPSA in particular, already Holloway UBO and Inner London DHSS Branch have along with us written to give support and financial aid. In the words of Brian Williams, S.African Electrical and Allied Workers Union:



"BRITISH TRADE UNIONISTS AND SOCIALISTS WILL BE DISGUSTED AT THE TREATMENT OF THEIR BROTHERS AND SISTERS IN SOUTH AFRICA. BUT THEY CAN DO SOMETHING ABOUT IT. ONE OF THE BEST WAYS TO HELP IS TO ADOPT A DETAINEE."

MUST NOT BE FORGOTTEN!



Moses Mayekiso . MAWU

New Branch Secretary

My election as Branch Secretary has come at an important time for CPSA members. The combination of low pay and understaffing leading to high staff turnover is causing a crisis in many offices. At Oval LO and Camberwell AO in particular a potentially explosive situation now exists.

I intend to work closely with other Branch officers and members of the Branch Executive Committee (B.E.C.) for better organisation and communication in South East London. This journal is particularly important in letting members know what's going on in the various offices in the Branch.

We must also work to get across to other workers and claimants the grim realities of working in the DHSS. The Branch has to look at how we can publicise more the poor working conditions and rotten service the public get due to the lack of resources put into the department. Management have a lot to be embarassed about.

Kensington

Members at Camberwell, Greenwich Park, Hither Green, Kennington Park, and Oval, have all responded magnificently to the call for a one-day strike in protest over management's stupid actions at Kensington ILO (see pages 4 & 6 for details). Thanks to all those who took part. Collections to support the strikers should be going ahead in every office. Ask your rep. for details. Further action may be needed to win reinstatement for our victimised member too.

Pay
The next Branch meeting will be on
29th October at Hannibal House to discuss
PAY 1987. We need to decide what our claim
should be and what action needs to be
taken to get the increase we need.
Be there?

Rob Williams. 3.10.86.



Out and About -

PICKET. SAT. 11th OCTOBER.

Picket of local shops selling Silentnight beds. Meet outside Morley's Dept. Store, 472 Brixton Rd. 11 am onwards.

SOCIAL EVENING. SAT. 11th OCTOBER.

Social organised by Lambeth Trades Council Disco - Cabaret - Food - Late Bar. Tickets £1.50 or 50p unwaged. Town Hall Social Club 8pm.

PUBLIC MEETING. FRI. 7th NOVEMBER.

Public Meeting with speakers from CPSA, NUM, Printworkers and TGWU. Fightback against unemployment ! Room 8 Lambeth Town Hall 7.30pm. Organised by Lambeth Trades. Council Unemployment Sub-Committee.

YOUR BRANCH.

BRANCH OFFICERS:

SECRETARY: ROB WILLIAMS.(GREENWICH)
CHAIR: GUY BROADBENT.(SOUTHWARK)
ASST. SEC: KEVIN EDEN.(KENNINGTON PARK)
VICE CHAIR:YUSUF YUSUF.(CAMBERWELL)
ORGANISER: PETE RUSH.(CAMBERWELL)
TREASURER: TIM O'DELL.(OVAL)

BLACK WORKERS ADVISORY COMMITTEE:

SECRETARY: GYEN LYSEIGHT. (KENNINGTON PK)
CHAIR: BRUCE FENTON. (KENNINGTON PK)

If you have any problems at work, no matter how small, remember - let your Union rep know!



BEC REPORT - SEPTEMBER

Hopefully, each month, the important issues and information debated at the Branch Executive Committee will be published in the journal. Important information in terms of us knowing our rights, and current issues within the Union, at all levels, that we have to make decisions on will be discussed. It is essential that we understand the arguments and debate when we take a position on matters as a Branch.

i) Inner London Weighting- The long awaited increase has finally come through. With effect from 1st July 86 the increase will be Inner Zone £100 per annum .

Inter. Zone £75 ii ... Outer Zone £70

ii) This years pay claim is to be decided at Pay Conference 87 on 27th November 86.

CAMBERWELL AO:

Following the motion passed at this years DHSS Section Conf. a Dept. enquiry is going ahead into management's provocation leading to the strike last month.

EDUCATIONAL COURSES:

All members can get paid time off work to attend CPSA and TUC courses. Those presently available are listed below:

21.10.86 - Financial Management Initiative.

29.10.86 - New Technology. 13.11.86 - Personal Cases.

18.11.86 - Equal Opps./Racism Awareness.

i) Motions regarding the General Secretary election from Greenwich Park ILO were debated and taken to the All Members Meeting. (See back page.)

ii) A motion on Black S.African T.U. Detainees from Oval AO was discussed and forwarded to the All Members Meeting in September. (See

inside page.)

PROPOSED FUTURE MEETINGS:

All members: re. Pay 87 29.10.86

All members mandating meeting re Pay 25.11.86

Finally, Sept. saw the departure of our old Branch Secretary!

Ist Prize £43.20 - K. Richards (S). £ 2nd Prize £28.80 - L. Humm 3rd Prize £14.40 - E. Atwell 4th Prize £ 7.20 - H. Haskins (0). € 5th Prize £ 7.20 - P. Thompson (C). 6th Prize £ 7.20 - L. Coomber £ £ Profit to the Branch £36.00 . 2222222222222222222222222222222222222

RANK AND FILE

Kensington

Members at Kensington ILO have been on strike since 16 Sept after the suspension of 2 CPSA members over alleged irregularities relating to immigration. It's a case not only of victimisation but also of racism. The original CPSA member suspended was initially accused by police of running an illegal immigration racket by selling NI numbers. He's now being held on vague conspiracy charges. No evidence has been presented against him. The 2nd member has not even been charged with any offence. Despite this, management have refused to reinstate her or to even give a guarantee of their future reinstatement. Management have stood firmly by the police on a spurious charge of breaking a racist law. The strike has since gained widespread support from DHSS offices all over London. Last Friday 3rd almost all of our own Branch came out on a one-day strike of support and collections have been taken towards the strike fund.

Brixton

On 19 Sept members at Brixton DHSS walked out in protest over management's blatant attempt to force more work on fewer staff. The vote for indefinite strike was overwhelming. Demands for 15 extra staff, regional reserve to cover the training period, and no victimisations, were made from a meeting of strikers held on the picket line on the monday and plans were made to visit offices in our Branch. Unfortunately, following negotiations at regional level members returned to work with a promise of a reorganisation of workload and no victimisation No extra staff were gained and so the fundamental problem of staff shortages still continues ...In our own Branch...

At Oval AO the severe shortage of staff is coming to breaking point, with yet further actions from management to put increasing pressure on COs and CAs. The problem, they now insist, is not staffing but inefficiency. They intend to monitor flexi-time, sick leave, restrict use of flexi, and eventually to set standards. In response to their clampdown CPSA have, for the 2nd time, set a deadline for management to present a proposal to improve staffing levels, after which a meeting will be called to vote on all-out strike action over a staffing claim of 19.

Camberwell

At Blenheim Grove the counter was completely smashed up by understandably frustrated claimants. Since that time CPSA members- who have had to suffer repeated threats and even attacks: -have now refused to return to the reception area and are demanding that management provide safe premises.

BLACK MEMBERS ADVISORY

SUPPORTS ISLINGTON STRIKERS

COMMITTEE.

Following the unanimous passing of a motion at this years CPSA National Conference, put forward by our branch, black members within DHSS S.E. London Branch have established one of the first CPSA Black Members Advisory Committees existing within the Union.

Listed below are the Aims of the B.M.A.C. and the names of the current B.M.A.C. Officers:

- 1. To monitor the recruitment and promotion of black workers in the Civil Service.
- 2. To manitor the progress made by the Civil Service and CPSA in dealing with cases of discrimination.
- 3. To monitor the implementation of the policy on race relations agreed by the Civil Service and Council of Civil Service Unions (CCSU).
- 4. To actively include black members in the activities of the Union and to get greater representation of black members within CPSA.
- 5. To ensure CPSA complies with the recommendation laid down in the TUC Black Workers Charter and with the Branch and National Constitution.
- 6. To investigate and inform the BEC of complaints made by black workers.
- 7. To participate in discussions with the BEC and to give recommendations on branch policy concerning race relations and equal opportunities issues.
- 8. To fully participate in the setting up of educational and training courses concerning racism and equal opportunities.
- 9. To encourage Branch Officers and Personal Cases Officers to vigorously pursue individual cases of discrimination. despite current legislation which puts the onus of proof that discrimination has taken place squarely on the shoulders of the complainant.
- 10. To encourage CPSA members in other branches, regions, etc. to look to setting up B.M.A.C.s in their areas, and also to instruct the NEC to set up Advisory Committees for its black members as recommended in the TUC Black Workers Charter to which CPSA have already stated they are committed to.

OFFICERS FOR CONTACT:

Bruce Fenton - Chairperson - Kennington Park ILO. Gwen Lyseight - Secretary - Kennington Park ILO. Paul Brightley - Organisor - Southwark ILO.



Letters:

Kensington DHSS Strike

CPSA and SCPS members at Kensington ILO have been on indefinite strike since September 16th. It is a strike about pretty fundamental mights:

The right to be treated as innocent until

proved guilty;

The right not to be punished when no crime has been committed.

No-one would argue with those basics. No-one, that is, except DHSS management a group of people who have had to get used to defending the indefensible over the years. It is they who have suspended our CPSA colleague for 2 months and who now stubbornly refuse to give us the absolute guarantees about her future which we are seeking. The member has been suspended simply because management, with their familiar blend of ludicrous over-reaction and cynical buck-passing, panicked when another Clerical Officer was arrested by the police for alleged offences relating to National Insurance numbers (he is now on a holding charge whilst DHSS investigators attempt to accumulate evidence against him.) Management rushed out a suspension notice simply because the police had to question our colleague to help their enquiries. She was released without charge - but the suspension remains. Since then not one single allegation has been laid at her door. We have picked through the DHSS Contributions Codes (which regulate National Insurance proceedures) and found that they have been abided by to the letter. Yet the suspension, and therefore the implication of wrong doing, has not been lifted. Why?

Worse still, when we started pressing for re-instatement some weeks ago management eventually responded with a stupidly provocative statement which asserted that, even if her name is completely absolved after DHSS enquiries into the other CO are completed, she will still have no automatic right to re-instatement - and then only at a location of managements choosing! We have already shifted them from this amazingly authoritarian position after 3 days on strike and tremendous supportive action in the rest of our Branch - but they are still clinging to their determination to decide her future. We say: RE-INSTATEMENT NOW! NO CRIDE, NO PUNISHMENT!

Please support us. Yours Fraternally, CPSA Inner London Branch.

March For Jobs

Dear Comrades,

Fifty years after the Jarrow March to London, mass unemployment experienced by millions of people throughout Britain, has reached unprecedented levels in London. It is young people, especially, who face the misery of dead end YTS and dole queues today and a dismal tommorow. Youth unemployment in areas of London exists at between 60-80% disproving the myth that the capital city, situated in the 'soft south', is the heart of prosperity. Youth need a better future than this!

Hence, in the traditions of the Jarrow Marchers, a London Youth March for jobs, made up of unemployed youth and young workers, will be marching a circular route of over 100 miles around London. It will bring to the high streets, the communities, work-places, schools and colleges the message from London's youth: WE DELIAND A FOTORE!

The march will set off from Bermondsey on the 4th October, passing through most London Boroughs. The final leg on October 18th is a march from Tower Hill to Southwark Park.

We hope, through the march, to highlight the real conditions facing youth in London. Help us to build a future that will meet the hopes and aspirations of young people.

Yours Fraternally,

Mick Moore March Co-ordinator London Y.T.U.R.C.

cartoon by Bill shit! That's the whole of our section gone now . What are management gonna do about it? You're kidding! It was management who shopped sharon for refusing to go on reception.

Sexual Harassment -A Trade Union Issue

As women and as workers we face discrimination at various levels every day. Not only do we find ourselves forced into generally lower paid jobs (whilst very often caring for and supporting families and homes at the same time.) but once at work We are faced with yet further discrimination from our fellow workers as well as from management.

Though, in the DHSS, women make up over 66% of the workforce it's clear that we occupy the lower grades -- our promotion prospects are not equal to those of our male colleagues.

At the same time, those sexist attitudes: which prevail in our society mean that comments made by men we work with, which we feel are offensive to us, pass unnoticed or are quite often regarded as 'just a laugh' or a joke . But no matter how offensive or inoffensive comments/remarks may seem to be they should never be trivialised or belittled. We don't need a sense of humour when faced with a sexist joke! Sexual harassment is not 'just a laugh ' either, and it's not something that women should feel they must put up with as part of everyday life .

Precisely because sexism - like racism is so much part of this society, women will tend to feel embarrassed or even intimidated from bringing incidents of sexual harassment to the attention of fellow workers, and more importantly, of their union reps.

But, just like racism, it's important that as trade unionists we take up every incident of sexual harassment suffered by women members - whether it's regarding offensive remarks or even a physical action/attack . Sexual harassment is not a problem for women to tolerate or solve as individuals it's something which we should confront as trade Unionists confident in the support our Union will give us . If any women do experience sexual harassment at work the Union is there to support you and to take up your case . Though it may be common place. sexual harassment is not an acceptable aspect of our everyday working lives .

... IT IS A TRADE UNION ISSUE.



M. Loebner.

-CANCER SCREENING-

Two months ago, following guidelines from the CPSA Woman's Advisory Committee, Oval AO started investigation into Cancer Screening facilities being provided to members.

Thousands of women die every year from cervical cancer, the cost of bringing a mobil unit to three offices; Brixton ILO, Kennington Pk ILO and Oval AO, is £150. A mere £50 per office. Management refused to pay, advising women Union members if they wanted cancer screening they'ld have to go to the NHS or contact the 'Daily Mirror' Campaign for cancer screening. Time off work for women members to go together to the NHS facilities was nt mentioned.

The 'Daily Mirror' 'campaign', on investigation, doesn't exist - Unless Big Bob Maxwell is keeping it very close to his chest.

It's nice to know management has our best interests at heart !

Following a report to the B.E.C. the Branch are looking into alternative funding for a mobile unit.

-Under Siege-

The Social Security System in London can no longer cope I That's the judgement of Welfare Organisations, DHSS Unions and Claimants.

During the staffing campaign last year we said we needed an extra 15,000 staff. We didn' get anywhere near that amount and now the DHS. is paying the price - stress on staff with the impossibility of the system and the claimants fustration of extensive waiting have finally come to breaking point :

Greenwich Pk ILO staff walked into work to find it had been fire-bombed, claiments could not put up with anymore delays and when CPSA walked out on strike a minor riot broke out -All staff on strike for the 2 days received full pay when management admitted staff should have been sent home...



One week later at Camberwell AO staff faced a siege as Clmt realised the mess Management have made o the Blenheim Grove move. . .

The following week it was Oval AO's turn when three screens were smashed.

The Story

Continues....

GENERAL SECRETARY



GOODBYE AL...

CPSA MEMBERS RAISED A CHEER WHEN ALISTAIR GRAHAM LEFT HIS JOB AS CPSA GENERAL SECRETARY.

Despite high unemployment, which stops many of us gaining alternative employment, Graham stepped into a very

nice number with the bosses on £50,000 per year. In the election that followed his departure the majority of the membership voted for a change - voted for a new leadership.

John Macreadie won the election over BL 84 candidate Geoff Lewtis and Graham's chosen successor John Ellis.

... HELLO JOHN, GOT A NEW JOB?

But winning the election wasn't enough with our right-wing National Executive Committee. They declared Macreadie Couldn't take up the post of General Secretary on the spurious grounds that they expected allegations of ballot-rigging.

It is normal practice for the G.S. to be installed in post while complaints are being looked at by an independent body. If their candidate had won by no matter how small a majority we can be sure normal practices would have been followed - They didn't like the political colour of the winner and therefore took the unprecedented action of excluding John Macreadie from office.

Following the NEC's pronouncement, anger amongst CPSA members was very high.
Unfortunately, Macreadie went to court to challenge the NEC's action instead of turning to the members who had elected him. The outcome of the court case was hardly surprising: They found against him in their fine tradition of attacking workers' organisation. After the court cases arising from the Miners Strike and the Inner City riots, we should be under no illusion that the courts are somehow impartial.

Meanwhile, the loser, John Ellis, presides over Union affairs and the NEC continues to abuse our Union funds on 'legal opinion' to back up their scandalously undemocratic actions.

BRANCH SAYS NO TO N.E.C.

As a Branch we cannot allow this travesty of justice to go unopposed. At the August BEC a motion from Greenwich Pk ILO was carried condemning the NEC and calling for a Special Delegate Conference to install John Macreadie as our rightfully elected General Secretary.

This motion, along with one calling for petitions and collections towards the 'CPSA Election Defence Fund' was passed at the following all members meeting at Hanibal Hseon Thursday 18 September. The BEC has already donated £50 towards the fund when the issue was first raised.

Conference is the place where we, the Ordinary members make decisions and instruct the NEC on how we want the national Union to be run. We've had enough of this Sham ! It's time the members had a say.

WE DEMAND THE N.E.C. RECOGNISE OUR

ELECTED GENERAL SECRETARY !

