

APPENDIX D1: RETENTION AND TRAINING POLICY

DRAFT RECRUITMENT AND RETENTION CAMPAIGN FOR 2007

The National Executive Committee at its meeting on 15 October agreed the income and expenditure budgets for 2007. Despite the fact that many budgets are being held at the same level as 2006 it is necessary for us, in order to achieve a balanced budget for all divisions, with the exception of laboratories, to have an increase in income of 3.5%. Bearing in mind that not all of these members will be recruited at the beginning of the year and that the vast majority will be coming in for the first year at the introductory subscription rate. My best calculation is that we need to increase membership by in excess of 1,000 members in order to meet this target. The divisional balances outlined below will achieve significantly more than this if all of the targets were met, and if this was the case then we would be in a position of being able to fill the vacant positions. However, the other side of the coin remains that if we cannot increase the membership and our income does not meet our expenditure then we will have difficulty in maintaining our current staffing levels. It is the NEC's wish to increase the range of services we provide to members and with this in mind we are currently in the process of spending a six-figure sum on our database and website. Also linked with this will be the employment of a communications officer which, I hope, will be in place by the end of June. The targets below will be monitored regularly by the NEC, divisional committees and team meetings of officials.

BBC

The income in the BBC division in 2006 has been exceptional. However, the redundancies that are taking place under 'Value For Money' are clearly beginning to bite and this is evident if not in the income figures then certainly in the membership figures which are down from 8,132 in January to 7,548 in September. Throughout 2006 most of our recruitment activities in the division took place on the back of the 'Value For Money' exercise. However, in 2007 we need to ensure that an active recruitment campaign is taking place across all areas of the division. One of our major challenges will be to avoid any sell-off of BBC Resources. Our current density in this section is approximately 65% (703). We believe that on the back of an anti-privatisation campaign we can achieve a net increase of around 50 members.

In other areas of the BBC in consultation with Luke Crawley, the officials and lay members the following targets are being set:

	net gain
BBC Belfast	35
BBC Birmingham	30
BBC Bristol	30
BBC Cardiff	50
BBC Glasgow	60
BBC Manchester	25
BBC World Service	30
BBC News	75
Production Branches in London	100
BBC Worldwide	30
Siemens	35

In the BBC subcontractors section we are currently facing restructuring and redundancies in OCS and JCI. These will lead to a possible total job loss of approximately 150. Therefore our target is to replace any members lost with new members - therefore standstill.

Independent Broadcasting

In recent years the campaign in IB has concentrated on ITV, and in particular Yorkshire Television, Granada Television and London Weekend Television. These will continue to be a key part of our campaign. However, site visits, including recruitment stalls and surgeries will take place at least twice during the year at all ITV locations. We therefore believe a realistic target for growth in ITV is a net gain of 100 members.

The NEC have recently adopted a report from NO David Beevers in relation to the recruitment activities which will take place in Arqiva. This will be continuously monitored by the NEC and we believe a realistic net gain is 40. Likewise the NEC have agreed a lower subscription rate across NTL in order to allow us to be able to compete with the CWU on a level playing field. However, the lower subscription income will also be applied to current members and will result in a loss of income. Our immediate objective is to recruit members in ntl in sufficient numbers to retain the existing income level. To achieve this objective we will need to demonstrate a net gain of 170 members

Commercial radio has not been a priority for the union for some time, primarily due to lack of resources. However, there is beginning to be a concentration of ownership across the industry and on the back of the Move On Up Radio event it is our intention to target at least three commercial radio companies. At this stage it will be unrealistic to put a target number of new members on this. However, we hope to be able to increase the membership by a reasonable number from its current low base.

Arts & Entertainment

The A&E division have been extremely successful in retaining and increasing its membership in recent years. This has been achieved despite the fact that a lot of theatres have closed for significant periods for refurbishment. However, we believe that there remains considerable growth across the division and the following targets are realistic for 2007:

	net gain
Commercial West End Theatres	100
Freelance theatre workers	50

We have already seen significant growth amongst freelance theatre workers and we are now working closer with Plasa where we have mutual interests on a number of issues, most notably training and therefore our targets are for a net gain of 50.

	net gain
TMA theatres	50
ENO	20

Odeon Cinemas

SO Willy Donaghy and I remain concerned about the future of the collective agreement in this area as a result of the Odeon Group acquiring other cinemas. We therefore believe that a recruitment campaign and a raising of the profile across the sites is needed as a matter of urgency and our target is for a net gain of 50.

Regional Production

RPD have continued in 2006 as they have done in the past three or four years with steady growth. This has been achieved by concentrating on a number of key areas and ensuring that the branch committees in these areas are functioning well and supported by the officials. We therefore believe it is more of the same in this division and we will continue to concentrate our activities in the north-west, northern area, Bristol/Cardiff and Scotland. As I will mention later in the recognition section we see significant growth coming from our campaign for freelance recognition in the BBC. This statement equally applies to LPD.

London Production

For the last couple of years we have targeted certain branches and in most cases this strategy has worked by running a number of activities and ensuring that the activities of the branches are well publicised. We therefore have set the following targets for LPD branches in 2007:

	net gain
Animation	25
Electricians	50
Construction Branches	50
The Bill	30
Hair and make-up	40
Costume & Wardrobe	15
Camera	100
Sound	35

In the sound branch one of our main aims will be to have a closer link-up with the Guilds.

WPD 20

It is our intention to make more college visits throughout 2007. A list of appropriate colleges are currently being drawn up.

Laboratories

The NEC have adopted the income targets for 2007 and in those the laboratories division, because of significant reduction in work have been given a target income of less than what has been achieved in 2006. Therefore at this stage it is not realistic to give the laboratories division a growth target for increasing the membership. However, we will continue to monitor any new activities in this area and try and exploit this for growth.

New recognition targets

Each year we give ourselves targets for widening our recognition base and 2007 is no different. The following targets are, in most cases, work in progress but hopefully they will

come to fruition during 2007:

Really Useful Theatre Call Centre
Empire Cinemas
Broadcast Advertising Clearance Centre
GMTV
NTL Call Centres
Scottish Opera

The biggest campaign will be for recognition for freelances across the BBC, and the extension of our current recognition with the Royal Shakespeare Company at Stratford-upon-Avon.

Bristol

The city of Bristol has a number of potential recruitment venues, including the BBC, ITV, cinemas, art centres and a large animation population. As part of the overall campaign we would like to dedicate three or four days of significant resources to running a number of events in Bristol. This will be either in February or March 2007.

Education and training strategy

This training report divides between work that contributes to the overall organising strategy and the work that contributes to sectoral vocational training strategies that benefit BECTU members. The development of a five-year strategy (2003-2007) to build the education and training capacity of the union to support the overall BECTU organising strategy made further progress in 2006. This report consists of (1) an overview of the strategy, (2) the development of our representatives training programme and, (3) our how our ULF project work is supporting our organising.

The progress outlined below has been built on the commitment of numerous colleagues especially Ann Jones, Chair of the Education Committee and members including Sebastian Barnes, Maurice Marshall and Peter Cox. Many Officials have worked to introduce NVQs, represent BECTU at Sector Skills Councils and recruit reps to courses. There has been considerable and direct support during 2006 from AGSs Gerry Morrissey and Martin Spence. Tracey Hunt and Lesley Burt at head office have expanded their duties to include bookings and other admin. Our many reps including learning reps have been dedicated in their application and effort.

The strategy has been concerned with delivering a programme of training that is relevant to BECTU reps and the work they do and gives them the knowledge, skills and confidence to build the strength of the union and support members. In time local reps should take on more and more of the recruitment, representation and negotiation roles – releasing Officials to manage the organising campaigns and lead major negotiations.

ULF support has been used to build a training infrastructure (website, IT equipment etc.) and to support the work of Project Workers. In 2003 the project work focused on a small number of theatres and dealt in the main with basic and key skills (literacy, numeracy and ESOL). We shifted this in stages towards vocational training ‘master-classes’ and seminars, in A&E, LPD, RPD (Wales) and beginning this year in IB at ITV.

The purpose of running seminars is not to become a vocational training provider, the

purpose has been:

- 1 To develop the skills and knowledge of the project workers through their work
- 2 To promote BECTU and raise our profile
- 3 To create opportunities for recruitment and retention via public events
- 4 To influence the ways that we approach recruitment and retention overall.

The gradual and planned evolution of the ULF projects have followed a clear plan to build the organisational skills of our local reps, to use the learning and skills agendas to learn new skills, attract new members and provide new services to them. We have built this in a gradual fashion to ensure we were getting things right based on experience.

- In 2004/2005 we extended the TOSCA project and added a vocational element to pilot the practicalities.
- In 2005 we also developed our research capacity with another funded project (Soho Learning project)
- In 2005 and 2006, the work of two very able project workers (Kate Elliott and Yvonne Smith), plus Siân Gale in Wales, has been dedicated to learning about and piloting short courses and seminars. We have now learned a great deal about training partners, how to research learning needs and how to deliver courses.
- The project workers are now in a position to develop local reps and members to take on these activities themselves and support them.
- We are encouraging local reps to take a lead role in the campaign leading up to the major West End event next spring
- Local organisation and delivery of all the techniques and skills learned by the project workers will be the centrepiece of the project (if backing is secured from the ULF).
- The project workers will manage more of the delivery of activities by reps and members rather than deliver activities themselves.

The BECTU learning and skills strategy is made up of the following objectives:

Objective 1 - Making learning and skills more central to the work of the union.

Objective 2 - Improving access to and information about affordable training for members to support them finding and keeping work

Objective 3 - Working with employers and training providers to deliver courses that support employability and CPD.

Objective 4 – Develop the skills, knowledge and confidence of reps and activists to build effective and active local organisations.

Objective 5 – Represent BECTU in as many places as possible and improve our reputation and influence

In addition to the set objectives, we have tried to get the process right as well, to make sure that the way we pursued these objectives was lively, democratic and empowering through the involvement of reps and members in designing, planning and carrying out activities where this was possible. It has been important to carry out all learning and skills activities in a way that builds the knowledge, skills and confidence of members and reps. For example, when planning an event, we will keep reps informed and involved, consult members about what they want and then involve as many people as possible in delivering.

All this had to be done with very limited finance, fortunately, the government has a budget called the Union Learning Fund. After 2003 we started to use this to support the

achievement of the above objectives, through:

- Shifting the work from basic skills to include vocational 'master-classes'
- Setting up a website to help give advice and information
- Equipped Head office to offer some vocational courses but mainly to offer modern facilities for reps coming on courses (we can now move to modernise the course content too)
- Support the work of Learning Project Workers (Kate and Yvonne).

In terms of building our capacity to run innovative courses we have invested wisely and productively. However, there is still a long way to go in terms of, fully utilising all the kit that has been purchased, getting the web strategy working fully and ensuring that all BECTU divisions benefit in some tangible way. The key point to emphasise is that the strategy has driven the applications for ULF money and in turn this resource has enabled us to make progress out of all proportion to the resources we could otherwise have invested.

Reps training – the story to date

The success of the reps courses held at head office (in the main but growing numbers outside London) has been very welcome. This programme is targeted at workplace representatives and this tends to mean employees with rights that accrue from recognition for collective bargaining – however this increasingly includes those freelancers who have achieved recognition. All the above courses are delivered in partnership with the TUC at South Thames College.

Training course figures for 2003-2006:

Number of members attending courses (excluding BBC branch officers' courses)			
	Totals	Men	Women
2003	77		
2004	179	121	58
2005	173	132	41
2006	200	135	65

While the figures are very promising and continue to grow, it is likely that the growth will begin to plateau from now on with a figure of between 200 and 250 reps and activists per year attending courses both at head office and in the local branches were these are requested. This still represents a high number for a union of our size (especially when the primary target membership for reps courses is considered – *mainly* employees and not freelancers).

To maintain the progress made will require a combination of actions, including the following:

- 1 Running additional courses away from head office. This should increase numbers and hopefully increase the participation of women in the courses.
- 2 We will begin to properly measure the diversity of reps on courses to see how we can improve take up by people who might otherwise be excluded.
- 3 We should make the course programme more coherent so that reps know they have the opportunity to continue their union education after their first course. Proposals for this are included below.
- 4 We should offer different types of training including short briefings and experiment

with some kind of online options.

Proposed changes to the reps programme

I believe it is necessary now to build clear progression into the course structure so that reps are clear about what knowledge and experience they need to apply for a course – and also whether they need to take courses in a particular order or sequence. For sake of explanation these can be called ‘basic – intermediate – advanced’ although that is not quite the right description.

Also the courses need to be structured around the types of knowledge and skills reps need to engage in their duties and activities. During our courses we focus on ‘representing, organising, communicating and negotiating’ as the key areas of knowledge and the course could more closely reflect this more explicitly. Single courses or briefings are not sufficient to develop a cadre of active trade unionists - that requires ongoing continuing professional development (CPD) as well as Head Office support.

Course content and method resembles the TUC reps programme but are amended to take account of our specific circumstances. All the courses encourage communication, negotiation and collaborative problem-solving so that the way the courses are run will encourage the type of approach our members expect from their reps. In addition, with the Capital Fund investments we are planning for the use of IT and web-based activities on all courses. With the HD camcorder, projector and Whiteboard we are now able to use video feedback to support communication/presentation skills and also negotiation skills.

The NEC has agreed that all new reps should be required to attend the one-day induction and then either the ‘Representing your Members’ or BBC branch officers’ courses. Subsequent to that, it is strongly recommended that reps complete the full programme, as this will enable them to learn the full range of skills that they will need at the workplace, however it is recognised that this will depend on facilities agreements. It is worth monitoring agreements as the training programme is probably the minimum we can recommend to properly equip our reps for their role (the core programme being 12 days compared to the TUC equivalent of 20 days).

This report does not cover the BBC branch officers’ course, which is run independently by the BBC division. The course lasts three days and covers representation, communication and organising, but goes into greater depth on specific BBC agreements and procedures. The BBC course also accredits reps to be ‘workers companions’.

Externally funded activity

The following paragraphs record the activities of our two ULF funded project workers Kate Elliott and Yvonne Smith, also of our Wales funded project worker Siân Gale (whose project has now ended). Kate’s major responsibility has been working with A&E colleagues, Yvonne has worked on LPD courses and with these established has begun to work with colleagues in IB, Siân’s work covered RPD members in Wales.

The roles of the project workers have been multi-faceted and demanding, including brokering courses for members, commissioning new courses and setting up partnerships with colleges and other providers. In particular, they have organised the delivery of a series of vocational ‘master-classes’ for members (and sometimes non-members - but for a greater cost and lower priority). They were also required to work in a way that both

supported training for members but also contributed to the organising strategy, therefore the paragraphs try to capture the way these projects are designed to promote BECTU and raise our profile but also to lay the ground for future recruitment.

The key objectives are summarised in the bullet points below:

- Improve learning and skills for members, particularly for disadvantaged groups
- Provide added value for membership
- Create and support network of ULRs or 'learning contacts', who may be new kinds of activists to bring training under the umbrella of branch activities
- Use learning and skills to publicise BECTU, to recruit new members by running workshops and training
- Use learning and skills to make initial contacts with potential members, identify issues-training or industrial, get contact details, use this information with officials to feed into campaigns in particular areas.

This year we have:

- Run 17 'master-classes' in technical theatre and 28 courses and workshops for audio visual workers in LPD and ITV
- Developed relationships with educational partners, industry suppliers involving agreements to promote membership of BECTU to their clients/graduates
- Worked with A&E and IB to support recruitment campaigns
- Recruited 35 members directly as a result of training and skills
- The University College of the Creative Arts (UCCA) have agreed to pay for their AV graduates to join BECTU. In A&E Orbital Sound Ltd have agreed to distribute membership forms to all their freelance workers.

London Production and Independent Broadcasting

Throughout the project we have been running Career Development workshops and courses for freelancers on – two-day Final Cut Pro, Maya Animation, Movie Magic, CV Skills, Presentation and Pitching, Business Skills for Freelancers, Health and Safety for production industries, Marketing Yourself workshops, two accredited Health and Safety courses specifically for film and TV industry. During 2006 we ran 28 Courses/workshops for 190 people in both LPD and IB.

LPD

The courses are being run by tutors from Ravensbourne College and Skillset, for further training and career development through UCCA, particularly women and disadvantaged groups, BME people, older and disabled workers. Two members who have done Final Cut Pro at BECTU have been helped onto other schemes to encourage more women into the film and TV industry and who have gone on to achieve notable successes – Deborah Westrup has launched a production at this year's Edinburgh Festival, Pete Gomes chosen to show film on at V&A film festival 2006.

Through working with educational partners, we have negotiated an arrangement with UCCA (University College of Creative Arts) whereby they have agreed to sign up and pay for their graduates membership of BECTU for one year, in return for an introductory H&S training here at BECTU (provided at no extra cost by South Thames College.) This summer, 2006, this was offered to about 60 graduates and the take-up was extremely low – only five members. However, this was without publicity from us and it's likely that knowledge of BECTU among new graduates is low. We have agreement for the scheme

to operate on all campuses – potential for 150 graduates.

IB

Yvonne Smith worked with the IB team on 'Project Production' at LWT – starting off with National Skills Day in May 2006, a range of workshops, and all-day stand in the canteen at LWT, talking to staff, asking them to fill in learning surveys and signing people up for workshops. The ULR at LWT had already carried out a learning survey, which we built on by carrying out a further 150 surveys.

The format is to hold a lunchtime stall in the canteen to catch the most traffic, run a projected visual to catch people's attention, approach people with surveys, information on training, engage in discussion, identify any issues, pass on to an official for specific advice if needed. The information is recorded and kept on a database (with permission), which is then used to mail out to workers on further events and workshops carried out at LWT. The workshops have included CV Surgery, Working As A Freelancer, and also at National Skills Day - Communication Skills At Work, Weblogging.

Career development workshops have been run and part funded by Skillset Careers, who also offer participants the opportunity to book free in-depth one to one career sessions. At the workshops, further information is offered on services from BECTU and in talking to participants, if there are any issues concerning work, they can be passed onto an official for further advice.

Arts & Entertainment

The original plan was to recruit members through the 'master-classes' and provide an additional service to those who are already BECTU members, particularly freelance members. A far greater recruitment tool has come out of this in the form of the suppliers who have offered to give out membership forms to all the freelances they use. An example of this is Orbital Sound Ltd who are providing sound operators for 50 plus pantos around the country this Christmas and have offered to include membership forms in a mail out to all these freelances. They will also target any freelances coming through their door looking for work (approximately five to ten per week) by explaining to them the benefits of BECTU membership, and particularly of the public liability insurance. Orbital have taken 120 membership forms and services and benefits leaflets that are marked so that they can be tracked as results from learning and skills activities.

The 'master-classes' have been developed, from a few small scale courses run initially as a pilot in Spring 2006, into an ambitious programme throughout this autumn. SO Willy Donaghy surveyed freelance members in theatre asking what they would like to see as part of the 'master-class' programme. Top of the list was rigging and health and safety training, so courses have been developed around these working with top practitioners from within the industry. A printed flyer was sent to as many people as possible, emails went to all those on our contact list and there was a half page advert in the September *Stage Screen and Radio*. During 2006 we ran 17 'master-classes' for 255 people.

As well as the 'master-classes' run in the west end we have begun to bring together clusters of theatres around the country using the bigger theatres to provide a venue and the resources to allow smaller theatres to take part in what would otherwise not be open to them. This has been extremely successful both in recruiting members and building and enhancing the reputation of BECTU as a union involved with its members.

In addition to the project worker being in attendance there is usually a National Official available, usually at lunchtime or in a tea break. They are able to give a short speech on how the training ties in with the other work of BECTU and what is available in the way of support to members. There is an opportunity to ask questions or to speak privately with a National Official. We have been successful in attracting new reps this way.

Many members coming on courses are experiencing BECTU for the first time, other than just paying their membership subs, and this is a great opportunity to show them what BECTU is doing. Many are keen to carry on their involvement through training with BECTU, so these are our learning reps for the future, although they might not initially want to be called learning reps, particularly in the freelance sector and we need to address this issue. One example of this is a non-member who joined to come on the sound course, he emailed afterwards to say how great it had been and offered to help out with recruitment of BECTU members and to organise training in his theatre. We have had quite a few people express interest in being a workplace rep or to do some more direct reps training. We are able to point them in the right direction for this.

Our conclusion from this report is that people are really talking about BECTU at the moment as they are seeing a great deal of activity. All of the feedback sheets from courses say that it is great to be a member for a positive reason, and new members joining feel they are joining on a positive rather than because they have a problem at work. We are able to recruit in a number of ways and the amount of activity is opening doors that wouldn't have otherwise been quite as wide open, such as our new relationship with suppliers and colleges.

Working more closely with officials allows us to tie in with the key recruitment areas for BECTU, and we are able to help them with their recruitment activities such as the workshops at ITV. We need to keep up this momentum over the next year; listen to our members needs and act on them and embed training and skills development into recruitment and retention for the future.

Regional Production (Wales)

This project originated in the success of an earlier WULF-supported initiative that provided support for the piloting of a Wales-based careers advice service for audio-visual workers. Other formative influences were:

- The ongoing need for IAG and training for audio-visual workers in Wales, especially freelancers
- The continuing need to equip Welsh workers to compete for positions locally (rather than productions recruit outside Wales)
- The development of a team at BECTU keen to try innovative approaches to the difficulties faced by freelancers.

A management committee was established for practical direction and activity and this was related to a broader advisory body that included SSC and training provider representation. In practice, however, the day-to-day management of the project activities was carried out by the project managers Ann Jones and Siân Gale. Recognising the scale and challenges presented in developing a whole-Wales project the managers had respective responsibilities for North and South Wales.

The strategy was to use the project managers to meet freelancers on location and establish trust and familiarity (few were union members or had access to other professional networks). They would carry out a prolonged face-to-face Learning Needs Analysis (LNA) before preparing a strategy for referral to IAG services or training provision.

During the project 19 courses were directly attributed to BECTU Listening with at least 174 participants benefiting. None of these courses has happened without the involvement of the BECTU Listening project. This is an enormous achievement considering the limited constituency numbers. It has brought an entire generation of audio-visual workers into the learning and skills environment and increased the opportunities for local people to be able to compete for high-level contracts.

Many new local trainers have been identified and engaged. Additional contacts and partnerships developed during the project are important in terms of being able to deliver these now established courses on a regular basis in Wales (or on location in Bristol for *Casualty*). The successful relationship with the BBC has helped build capacity and develop networks by bringing freelance workers and staff together on training courses.

BECTU's key strengths during this project have been in recognising the barriers to engagement in learning for freelancers, in identifying specific training needs, in recognising the importance of peers in terms of recruitment onto the training, working with union learning reps. and partners to develop new and innovative training courses tailored to address the needs of specific groups of freelancers, enabling freelancers to actively engage in learning in an environment that is non threatening, fun as well as enhancing their skills.

The 'BECTU'n Gwrandu/Listening project' succeeded in its aims and objectives of identifying training needs as articulated by industry workers themselves – and in large measure delivering the training requested. In doing so, BECTU connected with its members and potential members, relationships with training providers developed and also relationships with employers and other agencies (Skillset, WAG, TUC). By the end of the project there was momentum and excitement about the future – sadly, without continued investment in the brokering role this may be lost.

Training concerning external representation

The second aspect of the Training Officer area of responsibility concerns the promotion and advocacy of vocational training, in the main for freelance members in film and TV but also including members in A&E and more indirectly members in BBC, IB and Labs. However, increasingly this 'representative' role has expanded enormously with the expansion in scale and scope of Sector Skills Councils (SSCs). Therefore, responsibilities for representing BECTU are now widely distributed amongst officials.

The external bodies in which we have participated during 2004 include; Skillset committees for film skills, TV skills, interactive media and computer games; Skillset Regional Skills panels; Scottish Audio-visual Development Group; Scottish Industries Skills Panel; Skillset Cymru. FT2; Arts and Entertainment Technical Training Initiative (AETTI); Skillscene (formerly TTTS); Association of British Theatre Technicians (ABTT) Education Committee; Cultural and Creative Industries Sector Skills Council (CCskills); FEU Training Committee; TUC National Training Network.

FT2 (Freelance Training for Film and TV) remains the pre-eminent new entrants' training scheme in the industry. It is a partnership between PACT and BECTU and includes Peter Cox (NEC) and Brian Kelly (TO) as BECTU members of the board. (Tudor Gates was also a BECTU board member until his death in January.) Other key broadcasters are represented including, BBC, ITV and Channel 4.

The key issue facing FT2 at the time of submission is that the evolution of training policies (government and industry via Skillset) and funding regimes impact very quickly on the organisation which is totally dependent on grant income. This is largely the Film Skills Fund and the Freelance Training Fund both from Skillset, plus income from the European Social Fund. At the time of submitting this report the impact of changes in the administration and support of new entrant schemes following a major review has yet to be clear. It is possible that new funding rules will have a serious impact on FT2 and may challenge the viability of its current trainee models. A **supplementary report** may be submitted if the impact becomes clear before conference.

Skillset

We are very active in the work of Skillset, with Martin Spence on the board and the Film Skills Committee, Sharon Elliott on the TV skills committee, Rob Newland on the interactive media skills committee and Willie Leslie on the games committee. David Donovan is on the Skillset Cymru committee and Brian Kelly on the Scottish Industry Skills Panel. All representatives have worked to ensure that the interests of workers (in particular current workers in the industry) are promoted in addition to those of employers.

The major work of 2006 has been to ensure that the funds raised by the industry are fairly invested and supporting the development of the new academy structure for universities and colleges as a way of ensuring that qualifications are more relevant to real work.

We continue to have constructive and positive relations with Skillset who are considered by government to be the leading SSC – in part for its involvement of trade unions.

Creative and Cultural skills

CCskills is the SSC for the creative and cultural industries. The sector includes our theatre technician members and also potential members in the live music/performance sector. Work at CCskills is at a far earlier stage than Skillset and there are no agreed National Occupational Standards in place and qualifications are some way away.

The main work, which began in December 2006 was for the Training Officer to be appointed to the SSC performing arts sub-committee and begin to support the consultation with the industry over occupational standards. The other main issue going into 2007 was the bid to establish a 'National Skills Academy' for technical theatre and music/outside performance. The Training Officer was a part of the bid project management group.

Other activity

We continued to support the work of 'Skillscene' with Brian Kelly and Kate Elliott supporting the management committee of the charity, whose main work in 2006 was to pilot a number of trials of the use of occupational standards to assess worker competence and to issue accreditation.

Elsewhere, Kate Elliott represented BECTU on the ABTT education committee; Yvonne Smith was on the committee of 'Women in Digital Entertainment' at the University College of the Creative Arts (UCCA); Brian Kelly represented the union at numerous committees at the TUC/unionlearn. The latter was probably the key union education development of 2006 with the combination of TUC education (reps and officials) and TUC learning Services into one organisation alongside the union learning fund.