

Campaign Report

Freedom to Care

Registered at Cardiff as a company limited by guarantee No. 2973440

PO Box 125 West Molesey Surrey KT8 1YE United Kingdom

Tel/Fax 0181 224 1022 Email 101523.2644@compuserve.com

Patrons: John Hendy QC & Allan Levy QC

COLONIAL NOT SO MUTUAL

FtC has taken up the case of Peter Smith, an ex-employee of the financial services giant Colonial Mutual. Peter is now unemployed following his complaints about CM to the statutory regulator about flagrant breaches of the rules which are meant to protect the public. He says CM was sending out unsupervised and unqualified staff to sell life policies. His conscience could not allow this to go on, despite the threat to his job. An FtC caseworker introduced Peter and ex-colleague Maurice Timbrell to Austin Mitchell MP at the House of Commons on 13th March. Mitchell, who has a long-standing concern about City malpractice, intends to pursue the case. Since Peter appeared on TV recently other CM employees and ex-employees have contacted him with concerns similar to his own. FtC is bringing these complainants together in the hope that the regulator will conduct a fresh and independent inquiry.

Meanwhile, since CM is an Australian corporation, with enormous global interests, FtC is liaising with 'Whistleblowers Australia' which has

already provided us with some information about court cases in which CM has been involved in Australia.

FtC sent an urgent fax to Peter Smedley, CM's chief executive, when he visited the UK recently. FtC has been covering some of the travel expenses involved in supporting Peter, Maurice and others. Donations to pursue this case will be very welcome. Anyone who has knowledge of CM's activities, either as a client or an employee, should also contact FtC a.s.a.p.

DISASTER ACTION

An FtC rep has been attending meetings of 'Disaster Action' (man-made disaster victims' support group) aimed at drafting a new bill to make it easier to prosecute companies which are responsible for manslaughter. FtC is supporting this initiative because so often the suppression of freedom of speech in the workplace results in death and injury to the public. As the law stands companies can usually get away scot-free. See our 32 page issue of *The Whistle* (No. 10, April 1996) on this matter.

COCANET FOUNDED

Since it was founded FtC has advised and supported a number of healthcare assistants and other careworkers. Some of these work in residential settings for the elderly or people with learning disabilities and others in domiciliary care, some with social services and some with NHS Trusts. We have now brought these together and created a Concerned Careworkers Network (COCANET). Yvonne Rosier is the coordinator. The idea is to share experiences and concerns, give mutual support and work towards an action plan on careworkers' concerns. An inaugural meeting is planned in the near future. If you are interested in knowing more contact FtC straight away.

NEW COMMITTEES

FtC's board of directors has now created three committees to really get the work done. The *Finance & Development Committee* is chaired by Ron Thomson and will manage the financial and resource development of FtC including the raising of funds. The *Campaigns & Case Coordination Committee* will develop policy, organise campaigns and bring collective management to the task of assisting victimised employees. The *Publicity, Education & Recruitment Committee* will seek media attention, assist the media with their enquiries, advertise and try to expand our membership base, and look into the possibility of educational projects. Positions on the last two committees are still available. If you want to help please call us without delay - commitment is more important than special skills.

MERSEYSIDE REGIONAL GROUP

FtC chairperson Susan Machin has met with Donna Bernard with a view to creating a Merseyside network of

FtC around one or more local issues of public accountability and employees' civil rights. A meeting is planned. If you wish to have details, join the regional network or perhaps offer a helping hand please call us soon.

RECENT FtC CASES

An overview of cases supported by FtC in the last twelve months will appear in the next issue of 'Campaign Report' (free to members).

WHISTLE DOWN THE INTERNET

You will have noticed that FtC now has an email address: 101523.2644@compuserve.com This can be accessed from outside the compuserve network by using the prefix INTERNET:

Our new membership secretary, Barry Gorman, is a computer scientist, so he has also taken on the job of Internet Coordinator. He will be establishing FtC's own web site on the Internet so the whole world can find out about our ideas on citizenship in the workplace. Meanwhile we have 'borrowed' a page on a web site in Australia, thanks to *Whistleblowers Australia*. This can be located at: <http://www.uow.edu.au/arts/sts/bmartin/dissent/>

INTERNATIONAL LABOUR CONVENTION AMENDMENT

FtC is collaborating with *Whistleblowers Australia* and other similar organisations in seeking an amendment to the ILO Convention, the section on anti-discrimination, so as to give protection to employees who speak up with a social conscience. We would be pleased to hear from any trade unionists and labour law specialists who might assist us.

Freedom to Care's **Campaign Report**

No. 2

September 1996

New FtC network to be focused on learning disabled and elderly

Freedom to Care has brought together all those who have brought to it concerns about standards in care of the elderly and the learning disabled.

The new network is to be called: A Concerned Careworkers Network, and shortened to COCANET. The network's launch will be on Friday 13th September in London. Members of the network are health care assistants and residential and domiciliary care-workers. Concerns include verbal, emotional and physical abuse of clients, neglect of clients' needs, bullying of staff and various forms of mismanagement and poor administration. Many of these careworkers are very vulnerable and may be dismissed at will. It is very difficult for them to raise their concerns let alone get them addressed. And many, it appears, have been victimised.

The aim is to create a network which will encourage speaking up about poor care and protect those who do speak up. It will also offer mutual support to concerned or victimised careworkers. Additionally information will also be shared about tactics and strategies in dealing with the concerns of such care workers. Attention will also be paid to management bullying and victimisation by management. The network's overall aim will be to develop a consensus for the general problems when caring for the elderly and those with learning difficulties and what changes are necessary to bring about improvements in care within this area.

A practising careworker, Yvonne Rosier, is COCANET coordinator. If you wish to know more, or to attend the inaugural meeting, please call Yvonne on 0181 680 8480 as soon as possible.

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Blowing the whistle gets a new report

Middlesex University's David Lewis recently concluded his: 'Report on Whistleblowing Procedures in *The Times* Top 500 UK Firms'.

David's report is based upon a postal survey of whistleblowing procedures with the selected firms. Of the organisations approached 109 agreed to take part, and, of these, 90 stated that they neither had a whistleblowing procedure nor planned to introduce one within the next 12 months.

But 11 did have a written procedure of some sort. Four others thought their policies or codes of conduct dealt with the issue. Six said they had plans to introduce such procedure in next 12 months. Five had introduced 'hotlines' as an alternative channel of communication, and all organisations with a written procedure suggested that anonymity be preserved.

Nine of the 11 organisations who had written procedure claimed that it contained guiding principles. Six of these had a code of ethics or of business conduct which imposed a DUTY to report breaches. A further five stated that confidential reporting was a guiding principle.

FtC TO SPEAK UP ON SCIENTIFIC FRAUD

Heralds emergence of a new network

Freedom to Care's national coordinator, Dr Geoff Hunt, will participate in a programme on 'Fraud and Misconduct in Science' to be broadcast this month.

The programme is part of Radio Four's *Probe* series and will be broadcast on Sunday 8th September 1996 at 4.15 pm and repeated on Wednesday 11th September 1996 at 7.45 pm.

FtC seeks to create a new network around issues of accountability in research in science, medicine and technology. FtC's membership includes a number of researchers who are concerned about scientific fraud and the lack of public accountability.

Anyone interested in taking forward the idea of a 'Fairness and Accountability in Science & Technology Network' (FASTNET) should contact FtC on 0181 224 1022 or write to FtC's West Molesey PO Box.

Prof. in Fraud Case Retires Early

Professor John Whicher, who has for the last two and a half years been at the centre of allegations of scientific fraud, has taken early retirement from Leeds University. The long awaited findings of an inquiry headed by Lord Merlyn Rees have still not been published. The allegations were made by Dr Chris Chapman, who implicated a Dr Stuart Evans in his allegations. Those allegations involved the assertion that Evans had falsely claimed to

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FtC's NEW COMMITTEE STRUCTURE

FtC's new committee structure is now up and running. Membership is as follows: Finance & Development (F&D): Ron Thomson (chair), Geoff Hunt, Maureen Eby, Susan Machin, and Frank Scott; Campaigns & Case Coordination (CCC): Walter Dean, Donna Burnard, Cyrelle Jan, and Geoff Hunt (chair), Susan Machin; Publicity, Recruitment & Education (PRE): Annie Greenwood, James Sale, Maureen Eby, and John Waller.

The CCC Committee held its inaugural meeting on 25th May. This included a special session with a number of ex-employees of Colonial Mutual who had blown the whistle on training malpractice.

The PRE Committee, at its inaugural meeting on 27th July 1996, defined its remit and brainstormed on ways of taking FtC's ideas to the public.

The F&D Committee, at its second meeting on 15th June 1996, considered its first professionally drawn-up business plan and examined approaches it would make to possible funding bodies.

The Board of Directors met on 24th April & 15th June 1996. The AGM will take place on 23rd November, with the venue to be announced. Agenda items/resolutions to be sent to FtC as soon as possible.

Colonial Mutual Campaign Continues

The last issue of Campaign Report carried details of FtC campaign to bring pressure to bear on the financial services company COLONIAL MUTUAL (CML) - a campaign directed to bringing its training of representatives into compliance with Personal Investment Authority regulations (PIA). That campaign continues with renewed vigour. We continue to help the two ex-employees who blew the whistle on such malpractice: Peter Smith and Maurice Timbrell. They have suffered enormously from their actions.

FtC, along with Peter and Maurice, held a meeting with Austin Mitchell MP. Following that meeting Austin agreed to pressure the PIA, along with the parliamentary under-secretaries for Trade and Industry (Phillip Oppenheim MP) and Education and Employment (Robin Squire MP). Austin, in his letter to the PIA, stated that the essence of David and Maurice's accusation is: "systematic malpractice by allowing trainee and untrained staff to sell and sign policies without the presence of their training manager to authenticate the deal, pressuring staff into selling without due safeguards for the consumer, and generally ignoring the sales guidelines for insurance sales. Mr Smith and Mr Timbrell have now come to see me because of their concern that these serious claims have not been properly investigated because of collusion between the enforcement arm of [the pre-PIA regulatory body] LAUTRO and the company."

Austin's letter went on to ask a series of important questions.

FtC wrote its own letter to the PIA on June 5th asking for any "relevant information on progress in monitoring Colonial Mutual's compliance

with regulations".

Alan Brener, Head of Monitoring at PIA replied on 20th June to say they are "actively pursuing" enquiries. But adding that they cannot pass on to us, or to David and Maurice the "information they receive".

Alan Brener added that:

"The only assurance I can provide you with is that the important issues will be pursued by us and will not be 'swept under the carpet'."

FtC wrote to Austin Mitchell on 4th July to say that on the basis of the information received from whistleblowers we have no confidence in Alan Brener and that we are seeking an independent enquiry with face-to-face evidence taken from the complainants. We understand that Mr Brener has now left the PIA.

Although FtC has been in touch with 22 ex-employees who have concerns about the inadequate training of representatives very few have been prepared to supply testimony. Clearly they are fearful for their employment prospects.

FtC held a confidential meeting in London on 25th May 1996 which was attended by six people who had employment connections with CML. The stories they had to tell were very disturbing and give rise to serious concern about

the advice which some customers of CML will have received.

It was agreed to act collectively, and gather testimony. One employee,

Gary Jones, provided us at the meeting with written testimony about malpractice. Then, on June 20th, he wrote to us to say that his solicitor had told CML that Gary had attended our meeting and they were now willing to settle so he had to withdraw the testimony from us.

Meanwhile Maurice Timbrell received a letter, dated June 10th, from CML's compliance officer, K Anthony, to say:

"I can confirm that as a result of your complaint to the PIA we are reviewing our training file and all business written."

Readers with experience of CML might like to contact FtC

FtC seeks international support for blowing the whistle

FtC's campaign is moving ahead slowly to get an amendment to the International Labour Organisation (ILO) convention to make it wrong to discriminate against employees who speak up on a matter of public concern.

Whistleblowers Australia, which is collaborating with FtC on the project, has identified groups in other parts of the world who may offer support and is still endeavouring to get the endorsement of a major Australian union.

Meanwhile, in the UK, FtC has put out a feeler to Unison and will be presenting it with a concrete proposal soon. Influential in this area is one of FtC's patrons, John Hendy QC. He has agreed to help us to take it forward.

Anyone, especially trade unionists, who might help us in this campaign should contact FtC's chair: Susan Machin on 0181 224 1022.

New Midlands Group

Walter Dean, who resigned from Warwickshire Police Authority with claims about their lack of local accountability, is now FtC's Midlands Coordinator. He may be contacted on 0121 449 6593 about a local group.

A FtC founder retires

Lizz Pattison, a founding member of FtC, has retired from the Board of Directors for health reasons. Lizz, a retired health visitor, has been very important to the creation and early development of FtC. She was very committed and helpful to the work of FtC. She always had a wise and balanced view on issues. Her work in supporting the campaign for one of FtC's first cases, Desmond Smith, was vital in winning a record settlement in his industrial tribunal case. FtC expresses its gratitude to Lizz and wishes her well.

We had intended to give an overview in this issue of the assistance we have given to individuals in the last year or two. It proved to be a daunting task, and would take us away from more important things. In any case, there just isn't enough space! We have decided to do the job properly and to issue in 1997 a special volume of *The Whistle* (in 32 pages). The issue will cover 'Case Studies 1995-96'. The plan is for such information to be published regularly as an archive for research and education purposes. It also seems a good idea to let our members know what we are really doing or trying to do.

New Internet project for whistleblowers

"A new initiative on the Web will allow employees to report companies involved in illegal or harmful practices, without the risk of being sacked." - from *the Web* for May/June 1996. "The team behind *Whistleblower* consists of people from industry and journalism who believe protection is needed for employees who expose their company's wrong doings." The site is at <http://uk-commerce.com/whistle/>

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have supplied Chapman with cytokine IL-6 in 1988.

That fraud Chapman claimed invalidated all his research and "meant that the National Service had wasted thousands of pounds on it." [From *Laboratory News*, May, 1996.]

But Chapman was made redundant the day before his 50th birthday by the United Leeds Teaching Hospital's NHS Trust. As a consequence the Trust avoided paying Chapman a half-salary pension until he was 60. Face by this financial loss Chapman approached FtC and has been supported for some time.

In May 1993 the Trust agreed to pay Dr Chapman's pension rights on the basis that he had taken early retirement on his 50th birthday." [As above.]

Freedom to Care's

Campaign Report

No. 3

November 1996

SCIENCE NETWORK

Freedom to Care's new Fairness & Accountability in Science and Technology Network (FASTNET) held its first meeting, in London, on 19th October 1996. Scientists came from as far afield as Pembrokeshire and Devon. The discussion showed up serious problems in the internal and public accountability of medical and scientific research, including scientific fraud and the victimisation of conscientious researchers. Issues included multiple confirmed fraud, the distortion of scientific truth by big interests in government and industry, waiving established scientific procedures to get results, increasingly widespread sloppy standards, and damaged careers. The meeting decided to take forward the idea of an independent body for examining allegations of fraud, and to begin by scrutinising the methods of the Office of Research Integrity in the USA and the Danish Committee on Scientific Dishonesty. Material has been obtained from both organisations and the latter has offered full support.

NEXT MEETING OF FASTNET ON FRIDAY 13th DECEMBER 1996

1pm - 5pm at QUAKER INTERNATIONAL CENTRE, 1-3 BYNG PLACE, LONDON
(near Dillons Bookshop, Malet Street. Nearest tube Euston or Goodge Street)

COLONIAL MUTUAL CAMPAIGN

The next issue of *The Whistle* (No. 11) will be devoted to FtC's campaign against financial services company Colonial Mutual, in support of ex-employees Peter Smith, Maurice Timbrell and several others. FtC has gathered evidence of widespread malpractice and is dissatisfied with the action taken by the regulator, the Personal Investment Authority (PIA). FtC held a second meeting with Austin Mitchell MP at the Commons on 24th October, and Mitchell and FtC will meet the PIA on 29th October 1996. Make sure you read *The Whistle* for the full details of ethical failure on the part of a multinational corporation, the victimisation of conscientious employees and the complacency of a regulatory body.

MORE NETWORKS

FtC already has two networks up and running, for social careworkers and scientific researchers. Three more are being set up. Each of these aims to give support to workers with problems at work involving public accountability, and to campaign on one issue of importance for the occupational group concerning ethics, public accountability and freedom of speech in the workplace. 1) Teachers Network (TEACHNET), for primary and secondary teachers, will be coordinated by Gillian Taylor, a teacher who exposed classroom chaos on TV recently. 2) Social Work Network (SOCNET), for social workers and probation officers, will be coordinated by social workers Roland Powell and Flo Watson. 3) Nursing Autonomy Network (NURSNET), for nurses, health visitors and midwives will be coordinated by nurse Annie Greenwood. If you are a FtC member then please contact the relevant coordinator for your occupation, if possible, by calling FtC on 0181 224 1022. If you are not yet a member just consider the benefits for you, for a mere £12 membership, of being in touch with ethical and positive people in your own area of work.

CONCERNED CAREWORKERS NETWORK

Freedom to Care's new national network of careworkers working with the elderly and the learning disabled has expressed its concern about management's lack of understanding of clients' needs. The Concerned Careworkers Network (COCANET) was launched in London on 13th September. Care-workers, who came from as far afield as Leeds and Isle of Wight, found that their experiences were very similar. When they raised concerns about negligence and abuses they found themselves isolated as troublemakers by management as well as some of their colleagues.

Everyone present felt that management, even up to Area level, was not living up to its responsibilities, although it was admitted that in many cases this could be ignorance rather than malice. One carer gave the example of reporting a colleague for repeatedly failing to wash clients, but no action was ever taken. The attitude was, if we can get away with it why should we change?

Another said that when she reported a manager for failure to act the senior manager would not act on that either, and when it came to a dispute the union representative advised her to take a move. When she refused she was branded as being awkward, and everyone lost sight of the original complaint which was made to protect a client. Managers often behave as though the residence is a prison, she said, forgetting that for the clients it is their home, their only home.

Those present agreed that clients who do not get much family attention were victimised the most. When there was wrongdoing management thought it was wrong, in any case, to tell family about it, even though they were not prepared to do anything themselves. One outreach worker found herself up against a brick wall when she tried to report a mother regularly hitting her learning disabled daughter at home. No one wanted to take action and she started to believe she was wrong to be concerned about it. When she considered using the grievance procedure she realised it would be hopeless because the same old people administer that procedure. There was no policy to appeal to in this kind of case, she said.

Another reported that the elderly in her home were being abused in lots of ways, mostly theft, but when it was uncovered the perpetrators were not sacked, but at worst were only transferred and could continue their misdeeds elsewhere.

Everyone said that one result of raising a concern is that they would themselves be put under scrutiny as though to say "you dare make a complaint, we'll show you that you're not so good yourself," forgetting that the complaint was about the welfare of the client.

At least two people had been off from work for weeks while management did very little to progress the dispute, hoping the careworker would go away. In this way the home could maintain its reputation, and always blame the complainant. All participants thought that management were more inclined to adopt a bullying attitude than a caring and listening one with staff.

Asked for positive feelings about work everyone agreed that most homes seemed to be caring places, but were caring despite management and not because of it. Most carers loved their work and wanted to be supported in doing it properly. COCANET has been approached by a number of managers who would like to receive advice about dealing with staff concerns. The meeting resolved to look into drawing up such guidance. COCANET will also examine the usefulness of independent advocates for clients. Freedom to Care will be compiling careworkers' stories about their experiences for a publication.

For information about COCANET membership and the next meeting call Yvonne Rosier on 0181 680 8480 or 0181 224 1022.



ILO INITIATIVE

FtC has had a special meeting with John Hendy QC on 11th October to decide on the best wording for our proposed ILO amendment to the anti-discrimination section of the Convention to make it an infringement of a worker's right to penalise him/her for speaking up on a matter of social conscience. This initiative is being taken in collaboration with Whistleblowers Australia and a number of unions. This is FtC's answer to the failed Whistleblower Protection Bill (later called Public Interest Disclosure Bill) which was not based on a right but on the whistleblower's slim chances of proving public interest. FtC rejected the bill because it put all the burden on proof on the already exhausted whistleblower and would have done little or nothing to help him/her. (See The Whistle Nos. 8/9 for a full critique of the failed bill.)

BRAINSTORM

A brainstorming session for FtC activists was held in London on 12th October 1966, immediately following a Board meeting. There was a lively debate following Geoff Hunt's presentations on FtC philosophy, and organisational aims and structure and Walter Dean's presentation on finance and fundraising. These new ideas will have their impact on FtC over the next year. Watch this space! Members are urged to join FtC occupational networks — and seek new members and sources of finance. Anyone who can help with the last should call Treasurer Walter Dean 0121 4496593

CORPORATE KILLING

FtC has been in touch with sister organisation Disaster Action to liaise on the campaign for greater legal liability on the part of corporations which kill through negligence, especially when they have ignored the warnings of conscientious employees. (See The Whistle No. 10). Our present position is to accept the Law Commission recommendations on a new crime of corporate killing and apply pressure for the enactment of these recommendations. The present government is not interested, but the next might be. P&O would almost certainly have been convicted if this crime had been in force at the time of the Herald of Free Enterprise capsizing. Meanwhile, the US Supreme Court has declared that Pan Am was guilty of negligence regarding the Lockerbie air explosion. FtC has written to Tony Blair, as below. Members could help by writing a similar letter to Tony Blair.

Dear Tony Blair

Re: Corporate Killing

As you know, the Law Commission has recently recommended changes to the law on involuntary manslaughter. This includes a new crime of corporate killing. If this law had been in place at the time of the Zeebrugge incident the families concerned would have been able to achieve some justice. This is a matter of corporate accountability and of the greatest importance.

In the book Law Reform for All, to which you have written the Foreword, and which is the nearest thing to a Labour Party programme for law reform, there is no mention of this issue.

Would you please tell us:

What is the Labour Party's position on the Law Commission's Legislating the Criminal Code: Involuntary Manslaughter (1996), specifically the recommendation about corporate killing?

Will a Labour Government support the enactment of the recommended legislation? I enclose our recent booklet about this issue.

We look forward to your early response.

Yours sincerely

Dr Geoffrey Hunt (National Coordinator)

MEMBERSHIP

For Membership of FtC send a cheque for £12 (£3 for those on low income) payable to Freedom to Care to Membership Secretary, Freedom to Care, PO Box 125 West Molesey, Surrey KT8 1SH, United Kingdom. Information from same address. Email 101523.2644@compuserve.com or visit our shared website at <http://www.uow.edu.au/arts/sts/bmartin/dissent/>

WHISTLEBLOWERS AUSTRALIA

Lesley Pinson, National Director of Whistleblowers Australia, spent a few hours in discussion with the FtC National Coordinator on 31st August 1996. They talked about the ILO initiative [see item in this issue], as well as general policy and strategy issues. FtC activities were reported in a long article in the last Australian edition of The Whistle.

NEW TREASURER

Walter Dean has taken over as Treasurer for FtC. He will also be assisting in fundraising. He takes over from Maureen Eby who has done an excellent job ever since FtC was founded. The Board expresses its warmest appreciation to Maureen.

MIDWIVES

At the Annual Conference of the Royal College of Midwives in Torquay on 19th July Geoff Hunt called for midwives and other healthcare professionals to go beyond the ethics of the individual professional-client relationship to a shouldering of social responsibilities. He gave the example of the complete silence of the nursing and midwifery professional associations on the BSE crisis despite the fact that midwives advise mothers on protein and iron intake and nurses will care for people in any epidemic. FtC representatives, Richard Ennals and Geoff Hunt, attended the UKCCs (nursing regulator) consumer conference on 31st October.

MEETINGS

The next meeting of the Concerned Careworkers Network (COCANET) will be from 2 pm to 5 pm on Friday 22nd November 1996 at the Quaker International Centre, Byng Place (near Malet Street), London, nearest tube Euston or Goodge Street. The Annual General Meeting of Freedom to Care will take place at the same venue, from 12 noon on Saturday 7th December 1996.



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Freedom to Care's

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No. 4

for ethics & public accountability

ISSN 1366-8706

February 1997

LAUNCH OF ETHICS IN FINANCIAL SERVICES NETWORK AT HOUSE OF COMMONS

An **Ethics in Financial Services Network (EfisNet)** will be launched by **Freedom to Care** at the House of Commons, London at 11 am on Wednesday 19th March 1997.

Austin Mitchell MP, who is the patron of the new network, will give an introductory talk followed by speeches from a number of experts in the field.

A large number of financial advisers and others connected with the industry contacted FtC in the wake of its campaign to bring to public account the insurance and pensions company **Colonial** (see over). The network is a grassroots initiative to support

conscientious professionals in the industry, to study the failures of self-regulation, and consider why so few people were able to speak up when 'disasters' like those at Barings and BCCI were years in the making.

At present hundreds of thousands of customers are being compensated at a snail's pace by the regulators for having being cheated over pension opt-outs.

All FtC members are welcome to the launch. There is no charge. Bring this newsletter and mention Austin Mitchell's name. Enter at St Stephen's Gate and ask for 'Jubilee Room'. Nearest tube: Westminster.

COCANET MEETINGS

Concerned Careworkers Network
1997 Meetings for your Diary

(1) Wednesday 19th March 1997

4 - 6 pm

Stephen Grellett Room

Quaker International Centre

3 Byng Place, London

(2) Wednesday 4th June 1997

4 - 6 pm

Same venue as above

(3) Saturday 20th September 1997

2 - 4 pm

Council Room

National Institute of Social Work

Tavistock Place, London

(4) Saturday 20th December 1997

2 - 4 pm

Margaret Fell Room

Quaker International Centre

3 Byng Place, London

Full details from CocaNet Coordinator

Yvonne Rosier on 0181 680 8480

FASTNET MEETINGS

Fairness & Accountability in Science & Technology Network

(1) Saturday 1st March 1997

2 - 4 pm

William Penn Room

Quaker International Centre

3 Byng Place, London

(2) Saturday 31st May 1997

2 - 4 pm

same venue as above

(3) Saturday 20th September 1997

2 - 4 pm [concurrent]

Council Room

National Institute of Social Work

Tavistock Place, London

(3) Saturday 20th December 1997

2 - 4 pm [concurrent]

Margaret Fell Room

Quaker International Centre (as above)

Full details from FastNet Coordinator

Dr Martin Lunn on 01273 818316