

Ken Paterson, former President and serving Vice President of UKAPE died unexpectedly at 55 in May 2006



Ken Paterson

He graduated from Southampton University in Civil Engineering and commencing his career in the North Sea oil industry, he worked for eighteen years as a design, construction and project management engineer with oil industry companies including Atkins, Halcrow, Brown & Root, BP, Shell and British Gas.

Then he served five years as a Senior Petroleum Specialist Inspector at the Health & Safety Executive and finally as a health, safety, environment and energy management consultant.

As a professional engineer he was elected to the Engineering Assembly, the Engineering Council Senate and he was re-elected to the Engineering Technology Board Registrants Panel shortly before his death.

He was a member of UKAPE for over 30 years, including membership of the Executive Committee and a term as President. He was at his death a Vice-President of UKAPE campaigning for licensing of all registered engineers alongside democratic grassroots representation, improved institution codes of ethics, and effective

monitoring and enforcement by the institutions of continuing professional development.

He supported UKAPE members individually and collectively, with their employers and within the union, whether by speaking at union conferences or driving through snowy winter nights to address quarter nights.

He became a dedicated balloon pilot and teacher, rarely missing the Irish Balloon Festival, becoming famous for "We are nowhere near those power cables"; for landing a balloon within the secure compound of SHAPE, the Supreme HQ for Allied Powers in Europe, a prohibited zone, for Elton John impressions and for being himself, in the words of his sister "KP- the incredible nut".

Owen Granfield, UKAPE Officer



"We are nowhere near those power cables"

Unions seek fairer deal for temps

Unions have called for employment rules to be made fairer for temporary workers, who often miss out on the rights enjoyed by permanent staff. TUC said in almost nine out of ten workplaces, agency staff were earning less than staff employed directly by the company because they were either paid a lower hourly rate or missed out on overtime. They also tended to receive less annual holiday pay and no sick pay. The TUC, which surveyed 85 workplaces employing more than 100,000 staff and 15,000 temps, said that although many people thought temporary

workers were on short-term contracts and employed to support full-time employees, this was not always true. The results, published on 2 June, show in almost one-third of cases (31 per cent) temps had been hired to take the place of a permanent member of staff and in many cases they were performing key roles. TUC general secretary Brendan Barber said: 'Clearly temporary jobs are always going to be preferable for some people who have family or other commitments, but there's no reason why the thousands of individuals who opt for agency work should be getting such a raw deal.'

UKAPE – Where do we go from here?

For the last 5 years the Executive Committee has been struggling with the problem of recruiting enough new members to 'replace' an ageing membership. The problem did not suddenly appear but had been growing for some years before and efforts were already being made to address it, without success. The series of amalgamations from EETPU to AEEU and then to Amicus have not helped because of the way they have disrupted the support from full time officials and have diverted resources at head office away from the basics of supporting members and recruiting. We can expect the merger with T&G to continue this disruption.

Within UKAPE we have had a working group dedicated to developing and improving communications with members and recruitment. But despite the best efforts of this dedicated group of activists we have not succeeded in finding the magic formula to reverse the trend of declining membership.

The current formula within the Trade Union movement in general is for there to be one full time officer for every 3,000 members; with, at most, 1,000 members this gets UKAPE just a third of one officer. We need to belong to a much bigger

group within Amicus which has similar needs and attitudes. The EC can only see one way out and that is to work more closely with (method not yet defined) other Associations within the FPA. This may, at some time in the future, result in the UKAPE name disappearing; but our aim is that the spirit will continue into the new organisation.

Professionals and Managers in Amicus are not just found in the FPA. There are more outside than inside, mainly from the Health and Finance sectors which were originally in MSF. In most Industrial Relations areas, these groups also have needs and aspirations similar to UKAPE members. If we can find a formula to create a 'Managers and Professionals' grouping within Amicus (to include the FPA) we will have the numbers to get the attention of Amicus centrally and this will lead to better support for members and for recruitment activities.

Your EC is pursuing both these approaches, working more closely with other FPA Associations and trying to create a 'Managers and Professionals' grouping within Amicus.

It is also worth pointing out that the attitude and image of the mainstream Trade Union movement has changed radically since the days when UKAPE was founded. It is no longer the animal that it was; it is much less of a confrontational 'class war' beast and now uses its claws much more sparingly, and more effectively as a result.

Problems with land registration – Dick Hegarty

I really need to open this contribution with a question: do we have many members who realise that the current process for registering land title at the Land Registry means that anyone who owns the land next to yours can register their title to part of your land without your knowing and therefore without your having a chance to challenge the common boundary? We have two members who have run up against this problem very recently. Land to which they claim to have a title has been registered as someone else's, without any reference to them. In both cases the common boundary is unmarked on the ground, bringing to mind the old legal maxim "Good fences make for good neighbours".

Land registration used to be voluntary and so very few people did anything about it: now, when land changes hands the new title has to be registered by law and this may throw up all sorts of anomalies, particularly when the ownership boundary is not clearly marked by some recognisable physical feature. Remember that Ordnance Survey do not set out to record boundaries; they record what is there on the ground. If there is some feature on the survey that is parallel to (or more or less parallel to) the boundary in question, it is all too easy for your neighbour to claim the strip of land in between **and you will not know until you come to sell your land**. Or it may be that you have moved on and your widow will be faced with the problem – and expense – of sorting it out so that she can sell the land. Who is going to offer her a good

price, knowing that there is an unresolved boundary dispute? Do you really want to leave her this problem in N years time?

I am suggesting that any member who has a boundary that is not very clearly marked by a physical feature on the ground and which is clearly shown on your title deeds as being the boundary, should get in touch with Land Registry and ask for details of the registration, if any, of the land next to them. The registration **has** to take place on change of ownership but it does not **have** to wait until then, so your neighbour could be busy now going through the process of registering as theirs a piece of land that you are quite sure is yours. And you will not know if you do not ask; neither Land Registry nor the registrant is obliged to inform you.

Worse still, in one case referred to earlier, Ordnance Survey plotted a line incorrectly and have apologised for the mistake but so far they have failed to make this clear to Land Registry, so the ownership record is still uncorrected.

If anyone does come up against this kind of problem, would they let me have an outline of the case – we do not need every nuance of the problem, just a summary – so that we can see what steps might be taken to put things right. The principle seems to be wrong that anyone can register land as his without an opportunity for his neighbour to examine the registration and challenge it if necessary.

The details you need are: H.M. Land Registry, Lincolns Inn Fields, London WC1
Tel: 020 7917 8888

We have not succeeded in finding the magic formula

TUC SNIPPETS

Unequal Pay in the Finance Sector

Private sector union Amicus has given finance sector employers six months to commit to eliminating inequality in women's pay or face a naming and shaming campaign. The union says women make up the majority of staff working in financial services (55 per cent) yet the finance sector has the largest pay gap of any sector. Women on average earn 41 per cent less than men. Amicus wants all major financial services employers to sign up to the charter. It says pay inequality is also a family issue because it impacts on family incomes, adding 'it is time to realise that gender inequality is not just an issue for women but an issue for everybody.' Amicus is urging employers to follow the example set by HBOS, Legal & General, Barclays and NAG. These firms have been working with the union to eliminate pay discrimination through pay audits which identify where discrimination occurs. The audits cover gender, part-time workers, age, ethnicity and disability. All these companies work with Amicus on diversity initiatives. Amicus national officer David Fleming said: 'Amicus is giving the financial services sector six months to commit to working with the union to end inequality in women's pay.'

If they fail to commit to tackling women's pay the union will launch a major media campaign to expose those companies which are not genuine in delivering justice and fairness for their female employees.' He added: 'Some of the UK's leading companies are preventing their female employees from realising their potential in pay and career opportunities. It is high time that the financial services committed to ending inequality in women's pay.'

Amicus launches women in IT charter

The union Amicus has launched a campaign to encourage more women to work in information technology (IT). The Amicus Women in IT Charter builds on the recommendations of the government's Women and Work Commission and calls for open, fair and transparent pay systems, equal treatment in pay through equal pay audits, and promotion of work-life balance policies. Amicus national officer Peter Skyte said: 'The IT sector is not attractive to women with its poor image, long hours culture, and unsatisfactory work-life balance.' The expectation of employees to work unpaid overtime, may disadvantage some women in IT, Amicus added. Office for National Statistics figures show women make up around 45 per cent of the overall UK workforce, but within the IT sector this drops to 17 per cent. Women IT professionals are paid on average £117 per week less than their male counterparts, according to research by sector skills council E-Skills UK. Amicus campaign objectives include equal pay, promotion of flexible working, equality proofing of employment policies, ongoing training for managers on diversity and flexibility issues and a target of 50 per cent of all large company boards to be women. Skyte said one of the biggest problems with IT culture is the long hard hours put in because of project-based work, which is often unfriendly to women who must balance

working life with bringing up children. 'Many IT workers become managers because they have technical expertise but are not necessarily aware of work-life balance issues. They need regular training,' said Skyte. 'Women need to be visible at a senior level. It makes good business sense for employers as they will attract, retain and motivate better candidates.'

More Sunday shopping 'catastrophic' for families

A survey of Britain's shopworkers has found 94 per cent are opposed to extending shopping hours on Sundays for large stores because it would have a catastrophic impact on their family lives, shopworkers' union Usdaw has said. The union was responding to a new survey that claims some shoppers want to shop when and where they want. Usdaw says this does not take account of the negative impact on the work-life balance of Britain's 2.7 million retail staff. 'When we asked our members if they wanted longer hours on Sundays we got a resounding no to that question,' said Usdaw general secretary John Hannett. 'Our survey found that 80 per cent of our members already work on Sundays with half of them saying they felt under pressure to work longer on Sundays despite a legal right to say no.' He added: 'They told us that Sunday is the one day in the most deregulated shopping culture in Europe where they have a fighting chance of spending quality time with their loved ones and extending opening hours would be catastrophic for their home lives... Ultimately this is a political decision because MPs recognise that Sunday is a special day for families and they understand that achieving a proper work-life balance should be a right for millions of shopworkers as it is for those who don't work at weekends'. He said that 287 MPs had already signed an early day motion opposing longer Sunday opening which 'means virtually half of Britain's MPs from all parties are now opposed to longer Sunday shopping hours'.

Social revolution as men take paternity leave

A 'social revolution' in fatherhood is spreading across the UK, with paternity leave becoming more and more popular, according to an Equal Opportunities Commission (EOC) report. 'Dads and the babies: a household analysis' says in families where both partners have professional jobs, four out of five fathers take at least two weeks off after their baby is born.

However, in low-income families, financial and other barriers mean this figure falls to three out of five. Over three-quarters (77 per cent) of fathers in families with a 'traditional' attitude towards fatherhood want to be more involved in the care of their children, the report said. EOC chair Jenny Watson said the amount of time that dads spend with their children has increased eight-fold in the last three decades. She said 'new paternity leave rights to take effect in April 2007 'will further benefit families, and offer more choice in who looks after the baby.' Over four in five fathers from low-income groups would like to take up a proportion of paid maternity leave in the place of their partner, compared to three in five fathers from high-income groups, the report found.

Workaholics

Destination desk: Britain's workaholic managers are sacrificing 19 million days of holiday each year because they are scared of missing deadlines and find it hard to let go of their responsibilities, according to a survey by the Chartered Management Institute. It found 63 per cent of bosses and team leaders failed to use their full holiday entitlement, provided their organisations with unpaid extra labour worth £3.5bn a year. *CMI*

Fatal Crash after three shifts

Fatigue fatality: Potato firm Produce Connection has been fined £30,000 after one of its workers crashed and died while driving home after a third consecutive shift of nearly 20 hours. Mark Fiebig, 21, of Soham, died when his van drifted into the path of a lorry on the A10 near Ely in 2002 after working 11 days without a day off prior to his fatal crash.

Extraordinary Executive Committee Meeting

You should all have received an invitation to this meeting on 9 June; and it is pleasing that a (relatively) large number have shown interest in attending.

The meeting stemmed from proposals originally made by Southern Centre over a year ago to change the way UKAPE is governed and replace the Biennial Delegate Conference (BDC) with some form of Annual General Meeting. This was on the basis that a form of governance which was appropriate and necessary when we were a totally independent Trade Union is somewhat over the top now we are part of an larger organisation. This was one of the motions discussed at the last BDC, and then referred to the Executive Committee (EC).

The EC decided that the best course of action is to try the proposal out. Also this year is a good time in view of the current re-organisations going on within Amicus relating to the amalgamation with the T&G. It gives the membership an opportunity to discuss the situation and generate proposals and objectives which the EC can then take forward. If left to the next BDC we would be much too late to influence the structure of the New Union. With this in mind the EC planned to concentrate on the issue of UKAPE's future position within the structure of the main union and how to maximise opportunities for recruitment and expansion. The initial outline agenda concentrates on this aspect but we also want members to raise their own particular concerns in advance of the meeting and these will be incorporated into the final agenda as far as is practical.

Bob Simpson

After decades of working mostly for the National Health Service and years of unstinting service to UKAPE, Bob Simpson, our immediate Past President, has seen the light and has decamped to a new home in *la belle France*, although he has asked to be allowed to remain a Vice President.

He is adamant that this is not a restoration job; it is a very sound house, ready to live in *but* he has left a base in this country so we shall see. He has already returned to the UK for one EC meeting (combined with other business) and hopes to be with us on June 9th. Happy retirement, Bob!

UKAPE Contacts

If you have a home e-mail address where we can contact you, please e-mail the details to either Dick Hegerty or Peter Everitt. Updated information is also posted on the UKAPE website at:

www.ukape.org.uk

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