

Special 40th Anniversary Edition

Special Delegate Conference 2009

The much vaunted UKAPE Special Delegate Conference (SDC) finally took place on 20 June at the Imperial Hotel, Russell Square, London. This was a requirement of a motion passed at what now transpires was the last UKAPE Biennial Delegate Conference (BDC) held last year.

BDC 2008 agreed that the BDC should be replaced by an Annual Meeting of the Association, but in order to achieve this goal it was agreed that a further meeting was necessary to agree changes to the Bye-Laws. A sub-committee was formed which has been working on these changes since last year. These were submitted to the SDC and were accepted by the Delegates present for immediate implementation. The main changes arising from this are summarised as follows:

- The previous BDC will now be replaced by an Annual Members Meeting (AMM) to be held within fifteen months of the previous AMM.
- The new Bye Laws indicate that the AMM may be organised by a committee appointed by the Executive Committee (EC). This is a departure from the previous procedure as a Conference Committee has traditionally been appointed at the close of BDC, by BDC.
- Motions may be submitted to the AMM but they are not binding on the EC. The EC however will be obliged to report its actions or otherwise with its reasons at the subsequent AMM.
- Any Full Member of the Association will be entitled to attend the AMM and will be granted delegate status.
- Centres will be represented by one Representative elected by the members of that Centre. Previously the number of delegates a Centre could send to BDC was dependant on the membership of the Centre in question.
- Subject to EC approval members will be able to participate in the AMM by remote means, e.g. Internet.
- In the event that the voting on a particular proposal is inconclusive, the proposal shall be deemed to have failed. The Chairman shall not have a casting vote as before.
- A quorum of a minimum of 10 voting members has been introduced. In the event that that is not achieved the meeting will be deemed inquorate and presumably, abandoned. The new Bye-Laws are not clear on this point.
- The Executive Officers will now hold office for only one year as opposed to two as before.
- The rule changes also include the facility for the EC to receive motions from members at each or any of its meetings. These will be debated within the EC and binding decisions taken. It is assumed that the initiator of any such motion will be permitted to present it at the EC Meeting; the Bye-Laws however are not clear on this point.



This represents a summary of the changes and is not exhaustive. All the changes are covered on the UKAPE website in the form of the SDC Agenda and are available in printed form from Michele Smith at Hayes Court if Internet access is not available.

Bob Simpson, Editor

The President's Thoughts

My last contribution was largely about the election for General Secretary of the Amicus section of Unite. This is now all over and turned out to be a bit of a non-event with the incumbent being re-elected with about 50% of the total votes cast.

While the election is in the past the after-effects are still with us in that one of the unsuccessful candidates has been suspended from his post for alleged 'irregularities' in the campaign. The real facts behind this are unlikely to come to light before the merger process is complete and we have an election for the first General Secretary of Unite; even then we may not know what happened.

You may remember that one of the committees of the House of Commons (the Innovation, Universities, Science & Skills Committee) carried out an inquiry into Engineering in the UK early last year and that we made a submission. Well it has now published its report, which came out just after the last edition of ET was published (ISBN 978 0 215 52926 8). There are several conclusions and recommendations which we applaud, and they do seem to recognise the importance of Engineering in creating and maintaining our Western 21st Century lifestyle. It also noted, with concern, the lack of any formal Engineering advice to Government, and believes that an Engineering Advisor is necessary alongside the existing Scientific Advisor. Scientific advice does not always provide the practical realism which is essential to put some common sense into technical decisions by Government. While there are many good things in the report the Committee did not go so far as to recommend any move towards increased statutory controls over the right to practise as an Engineer.

As I write this the Special Delegate Conference on 20 June is still in the future; the essential details of the event are contained elsewhere in this edition. The main purpose is to change our Bye-laws to move to an Annual Meeting of Members in place of a meeting of elected Delegates; and to do this in a way which complies with the current UKAPE Bye-Laws. We currently have a satisfactory number of Delegates, (as many as for any recent Conference) in spite of the topics being limited to the, less exciting, procedural matters. But then engineers have always had a fascination with, and a strange pleasure in, procedures. While it can be seen as just dealing with procedures, the SDC is making fundamental decisions on the way UKAPE is governed and these will, we hope, enable increased member involvement in the future.

Peter Everitt, President

Editorial

This edition of Engineer Today marks the fortieth anniversary of the association and we have included a very brief history of the early years. Documentary evidence is very thin on the ground as far as this is concerned and I would like to expand this into something more substantial if at all possible, so if there is anyone who can provide more information I would be very pleased to hear from you. There are still a number of founder members on our register of members and they will be hearing from the President in the near future. The Officers of the Association have decided to issue these eminent folk with a certificate to commemorate their unique situation.

President Peter Everitt shares his thought on the aftermath of

the AMICUS General Secretary Elections, the Parliamentary Inquiry and the Special Delegate Conference.

The Special Delegate Conference has now taken place and the outcome, which will have far reaching effects on the way UKAPE works, is reported in some detail elsewhere in this edition.

Finally the House of Commons Select Committee's Inquiry into the profession has published its report and that is also covered in some detail elsewhere.

Any or all of these topics are ripe for discussion and I would remind you, the readers, that your views are always welcome on any topic that you think would be relevant to other members.

Bob Simpson, Editor

Parliamentary Inquiry into Engineering

Tony Wheeler a retired member (also living in France), was "a little irate" to read the reference to the Government Chief Scientific Adviser's comments to the Select Committee.

Reading the March 2009 entry concerning the 'Parliamentary Inquiry into Engineering', I find it amazing that a so-called academic has the affrontery to say that there is a clear association between engineering and science. It is like saying that needlework and pastry making have a continuum, they are both part of 'Home Economics', or 'Domestic Science' as we of more senior years remember it, but there the relationship ends. As an engineer I would not dare to suggest that I was a scientist, but I would consider that I might invent a product for the market. What practical skills an engineer does a scientist have that will allow him to evaluate, test, and conclude the suitability, or not, of a product's engineering content. I would also wonder upon the ability of an MP to make a technical evaluation without consultation of a relevant engineering body. In the current climate I would suggest that this is a clear case of protectionism by the post holder, possibly concerned that some of the hitherto unchallenged decisions might be called to task. It would seem apparent already that Professor John Beddington has difficulty in defining responsibilities on his own! My understanding, via the dictionary, of the word misconceived is that there is a possibility to misunderstand, or interpret wrongly. Surely by his own statement he is 'seriously misconceived' in his own thinking to believe that an engineer is not an essential part of an effective working team.

Engineers are required to do an apprenticeship AND academic studies in order to hold a recognised qualification. Most engineers work in industry to gain their practical experience, not sit behind the portals of academia and comment upon theory. There is a need for a qualified engineer to have an input at a senior level adjacent to the Government, and in this instance, I believe that the Government should reconsider its thinking.

The difficulty I fear is that EVERY person who carries out a 'hands on' job calls themselves an engineer, without qualifications! There is a recognisable system that allows

these people to register at their appropriate level with The Engineering Council. The necessity for this to happen is not understood well enough for legislation to be made enforcing this in law, thereby recognising the true status of the engineer.

Now did Tony have second sight or had he looked at a preview of the report? The report was published later in March and the main conclusions are summarised below.

The House Of Commons Innovation, Universities, Science and Skills Committee (IUSSC) has finally published its report Engineering: turning ideas into reality. The main thrust of the report appears to be that the Government currently lacks sufficient in-house engineering expertise to exploit fully the UK's world-class engineering base. It further recommends the Government should "adopt a practice of formulating and following roadmaps for each major engineering programme", and calls for the appointment of both a chief scientific adviser and a chief engineer.

About eighteen months ago the select committee launched an enquiry into the "current state of the UK engineering sector". Last summer it held a Westminster session to hear evidence from expert bodies, with UKAPE among those drafting written evidence (ET – June 2008). Several subsequent months were spent gathering more information and the report was published on 27 March this year. The document concludes that the government is failing to seek timely engineering advice and the committee was apparently "shocked to discover that engineering advice was absent, or barely featured" in the formulation of key Government policies. It recommends more trained engineers at all levels in the civil service. While noting that the Engineering Council UK's professional registration process for engineers is "one of the profession's key strengths", it recommends that Government and professional engineering institutions "join with ECUK in promoting a stronger understanding" of the three registration categories. Whilst most UKAPE members will welcome these recommendations, it is regrettable that statutory registration, which has been UKAPE's policy for a number of years, was not included. The full report is available on the House of Commons website www.parliament.uk then follow the links to the IUSSC section.

Is the report likely to change any Government's policy? Does it go far enough? Should it have recommended statutory registration? As ever your views will be most welcome.

The History of UKAPE

UKAPE's founders created the organisation in 1969 because they believed Professional Engineers needed their own union to represent and protect their interests. They saw a need for a body similar to the British Medical Association (BMA) for the engineering profession.

UKAPE was intended to serve the interests of the whole engineering profession. The founders fully expected members of the profession to welcome it, join it, and accept it as the appropriate body for that select and élite group – Chartered Engineers. In addition, they thought employers would welcome it because it was independent of the TUC and other existing unions.

UKAPE grew out of the Engineers Guild Limited, which had been founded in 1938 to further the interests of professional engineers, as distinct from the Engineering Institutions which were qualifying bodies dedicated to advancing engineering knowledge, but restricted by their Royal Charters from providing pecuniary or employment benefits for their members. In the early 1950s the Guild decided to become incorporated as a Company Limited by guarantee. Its Articles of Association prevented it from carrying out any trade union activities. It could advise its members on matters connected with their employment, run an appointments service, give legal assistance and conduct salary surveys, but it could not undertake direct negotiation with employers on behalf of members.

Three major trends, affecting the employment of many professional engineers, became apparent in the latter half of the 1960s, causing many of those taking a leading part in the Engineers Guild to regret that it was not a trade union. Large mergers of engineering companies caused redundancies among professional engineers on a substantial scale for the first time since the 1930s. Both main political parties declared their intention to introduce industrial relations legislation. Existing white-collar trade unions were claiming to represent professional engineers against their wishes by the extension of closed shop agreements.

Proposals to change the Engineers Guild into a trade union were rejected, and those actively seeking a BMA style union for the engineering profession realised that the Engineers Guild could not be included along with the BMA on the Special Register which was provided in the Industrial Relations Act 1971. The Guild leaders convened a Formation Committee in November 1968 to create a trade union with the intention of operating as far as possible in parallel with the Guild. The name UKAPE was chosen and it was registered on 12 May 1969. Membership of UKAPE was restricted, in the same way as that of the Guild, to members of the Chartered Engineering Institutions, which formed the Council of Engineering Institutions (CEI). UKAPE defined the engineering profession as those who are, or soon will be, Chartered Engineers.

UKAPE's first major industrial confrontation came to a head in 1970 at CA Parsons, Newcastle, where DATA (shortly to become TASS) used strike action to compel the Company to declare a closed shop in an area including 32 UKAPE members. These members refused to join DATA and the

Company issued notices of dismissal. One of the members, Jack Hill, fought a test case claiming wrongful dismissal. The High Court found that the Company would indeed be guilty of wrongful dismissal if they carried out the dismissals but the Court could not prevent them doing so. UKAPE went to the Court of Appeal where Lord Denning enforced a stay of dismissal until the 1971 Industrial Relations Act outlawing the closed shop came into force. This was UKAPE's first major victory and received full press coverage. It was by no means the end of The Parsons Case but it recruited members to UKAPE by the hundred.

UKAPE took a number of recognition claims to the National Industrial Relations Court. These included Rolls Royce, Parsons, Aliens of Bedford and Brush of Loughborough. ASTMS successfully resisted our Rolls Royce claim at the NIRC. The recurring theme in all the rejections by employers in the Engineering Employers Federation (EEF) of UKAPE's claims for recognition was that UKAPE could only represent its members, who must be members of a CEI Institution, and in manufacturing generally, less than 25% of those employed as professional engineers and technical managers were Chartered Engineers. Representation would thus be limited to less than 25% of the natural common interest group in terms of company structure. The employers certainly did not care and often did not even know whether their engineers were Chartered Engineers or not. In order to be able to represent a satisfactory group of employees, UKAPE took two actions.

Firstly UKAPE teamed up with two other non-TUC unions, the Association of Supervisory and Executive Engineers (ASEE), which covered all non-Chartered Engineers, and the newly formed Association of Professional Scientists and Technologists (later to become the Association of Management and Professional Staff, AMPS). These three unions agreed to represent all staff in any particular professional level bargaining unit, the negotiating lead being taken by the union with most members. An unsuccessful claim was submitted for national recognition to the EEF, which claimed that there would be proliferation of competing unions in spite of the fact that the claim was in a non-unionised area. The one good thing to come out of this was that APST was accepted by ICI where it became the sole recognised union at two staff levels and represented a considerable number of UKAPE members.

UKAPE's second action was to start four years of discussions with CEI, the purpose of which was to settle with the profession a logical basis for forming effective bargaining units. To support these discussions, open meetings of two of the leading Institutions were called by UKAPE members. At these meetings the relevance to professional engineers of an appropriate union (UKAPE) and support for it by the Institutions were discussed. In spite of these meetings being attended by a very large number of members and the proposals being overwhelmingly supported, the Institutions did not act. By 1976 CEI were persuaded to publish their booklet "Trade Unions for Professional Engineers" which defined an appropriate trade union. UKAPE adjusted its membership rules in line with the CEI booklet to include all professional engineers whether or not they were Institution members provided that they were working at an appropriate level of responsibility.

Throughout UKAPE's existence it has played a major part

By 1973, recognition had been granted to UKAPE by some individual employers. Also UKAPE was establishing a reputation for assisting members as individuals. The failure to make headway in EEF companies and the protracted discussions with the profession had stemmed recruitment and membership was declining. Ken Peplow, who had been General Secretary of both UKAPE and the Guild resigned in mid 1973 and the two organisations decided to separate. While the Guild stayed in London to be wound up two years later, UKAPE emigrated to the Surrey headquarters of its friends ASEE. UKAPE's new General Secretary was John Sampson who had chaired the original Formation Committee. Charles Hickling was appointed Deputy Secretary and a new team of local staff was employed. The membership drain was reversed by a massive mail-shot recruitment drive, which brought in some 1200 new members.



The Wilson Government, after repealing the IR Act, created a new system for legally claiming recognition in Sections 11-16 of the 1975 Employment Protection Act. As it looked simpler, UKAPE submitted claims for recognition at Aliens of Bedford as a test case in the EEF area and at Sir William Halcrow, in the water industry. One year later ACAS reported on the W H Alien case and rejected the claim on the grounds that the existing arrangements in the industry would be damaged. UKAPE's lawyers recommended the unprecedented step of taking ACAS to the High Court for exceeding their discretion. The High Court declared the ACAS report "a nullity and of no effect," but ACAS took UKAPE to the Court of Appeal. Once more UKAPE found itself before Lord Denning and in a resounding judgment he quashed the appeal. It was a famous occasion but ACAS would not be beaten and took UKAPE to the House of Lords where their Lordships declared that the Act gave ACAS the right to be wrong. That ended the Alien case, which had been going on for 4 years. In the water industry ACAS once again were against disturbing the existing machinery. The Halcrow case was overtaken by the next change of Government. The relevant Sections of the Employment Protection Act were repealed in 1980 by the Thatcher Administration. In 1978 UKAPE led a campaign for better pension benefits for early leavers. It was the only union to make a presentation to the Occupational Pensions Board and this oral evidence bore fruit. Recommendations from the Occupational Pensions Board went to the Government, resulting in up to 5% inflation protection for frozen pensions.

The frustration of claims to obtain recognition by a statutory route convinced UKAPE in 1979 that it must join up with another organisation. The purpose of any such linkage was to assist with obtaining recognition. One main need was believed to be membership of the Confederation of Shipbuilding and Engineering Unions (CSEU) and UKAPE therefore considered all the CSEU staff unions. However, only one had any understanding of the needs and aspirations of professional employees and a satisfactory scheme for a Transfer of Engagements to the EETPU/EESA was approved in 1980.

New opportunities for recognition via the TUC machinery were explored in GEC Leicester, the Health Service and Aerospace. Recognition at both GEC and in the NHS was achieved. UKAPE had, for many years, been active in both B.Ae and Rolls Royce, particularly in Bristol, and there had long been close contact with other staff unions such as the Rolls Royce Management Association (RRMA), BACSSA and BADGEA. As a result of the activities of UKAPE's Rolls Royce members and those of Charles Hickling, the RRMA transferred engagements to the Union and became a self-governing section of UKAPE in 1983. The family of professional staff unions which UKAPE had joined within EESA grew rapidly in the 1980s with SIMA, BTOG and our old colleagues AMPS, all following into EESA. Since the merger UKAPE has, apart from the collective agreements, developed its support for the individual.

National events have been dealt with as and when they have occurred. UKAPE has expressed views on many issues including whether Pressurised Water Reactors were superior to Advanced Gas Cooled Reactors, the Piper Alpha enquiry and most recently the Parliamentary Inquiry into the Engineering Profession. Throughout UKAPE's existence it has played a major part in the activities of the Engineering Profession and in seeking to bring together organisations representing like-minded professional people. A number of members became active at CEI Branch level and when the time came for the profession to reorganize, UKAPE members were in the forefront in promoting the principles of democratic representation. UKAPE presented evidence to the Finniston Enquiry into the Engineering Profession and as a result of the representations made by UKAPE the Engineering Council adopted an elected Assembly to express the views of grass root members of the profession. UKAPE has been well to the fore at each Assembly since its formation and until recently UKAPE was still making its voice heard on the ETB Registrants' Panel. Despite UKAPE's best efforts this body has now been disbanded, leaving UKAPE as the only organisation representing grass roots engineers in a democratic manner.

Since the original Transfer of Engagements in 1980, the EETPU has merged with the AEU becoming the AEEU, which itself then combined with MSF to become AMICUS, which in turn is currently finalising a merger with the TGWU to be known as UNITE. For a number of years UKAPE with the other professional associations within EETPU was grouped in a specialist sector known as the Federation of Professional Associations (FPA). This has now been removed from the UNITE structure and the various staff associations have been distributed into other sectors, not all of which are entirely appropriate. This is not felt to be a satisfactory situation but how it will be resolved is not known at the moment.

Very recently there have been changes to the UKAPE management structure, which are covered elsewhere in this publication and which are intended to make it more responsive to the members' needs and wishes. This, with the re-branding recommended by the last BDC, is intended to make the next forty years as fruitful as the past four decades.

Peter Everitt – a Pen-Picture?

I have worked in the aerospace industry (Bristol Siddeley then Rolls-Royce) for my whole career. This was not by design. There have been several times over the years when I have tried quite hard to leave, but it just didn't happen.



After the standard 1960s vintage postgraduate apprenticeship I started as a development engineer. Initially this was on the engine programme for Concorde with a two year diversion into the proposed Industrial version (50 MW) followed by the Adour engine for Hawk and Jaguar. Both of these were collaborative projects with French partners and were the pioneering examples of this type of partnership which is now virtually standard practice in aerospace. By the end of this period I was responsible for the 'Rolls-Royce' half of the Adour engine and had been promoted out of the TASS negotiated technical job structure into the management structure. Rolls-Royce senior management at Bristol had encouraged the managers to create a separate, independent, trade union, the Rolls-Royce Management Association, to keep them out of TASS.

In 1984 I was moved to the R-R site at Leavesden (ex De Haviland). I was initially running the development programme for the Gem engine in the Westland WG30 (sort of civil Lynx) helicopter but was soon switched to a project management role (Assistant Chief Engineer) managing the relationship with customers and suppliers.

In 1991, just before the closure of Leavesden was announced, I was moved back to Bristol to a similar job on a different group of engines. This was rapidly followed by a period of reorganisation and redundancies when the majority of the existing RRMA officers left the company. I managed to cling on to a job, more by not being in the wrong place at the wrong time than by anything positive. I switched from a management to a specialist role in 1992 which suited the Company policy to reduce the proportion of managers. Even as a specialist I had lots of external contacts with other companies, MoD and with other world experts as a member of an AGARD (technical arm of NATO) working group.

After seven years of this I moved back to project work in support of the geriatric engines, including Concorde and had just got settled in before the Paris crash and the major investigation which followed. Then there was the programme to clear the aircraft to return to service.

Once this had finished I was responsible for a programme to make R-R more innovative, before taking early retirement at the end of 2003.

I had joined UKAPE (1971) and was involved in the local group committee ending up as chairman. When I was promoted to the Management structure UKAPE and the RRMA had a good relationship and, if I remember correctly, I started as a UKAPE member affiliated to the RRMA and when the RRMA joined UKAPE in the EETPU became a RRMA member within UKAPE. During this period I was elected to the Council (the governing body) of the RRMA. While I was at Leavesden Charles Hickling managed to volunteer me for Chairman of the RRMA council and as a member of one of the National Advisory Committees of EESA.

The 9 years after I returned to Bristol saw a significant decline in membership of the RRMA, (by then RRMPSA to recognise the inclusion of Professional Staff as well as Managers) as a constant stream of 'Manpower Reductions' resulted in most of the membership taking voluntary severance. During this whole time no member was forced to leave who really did not want to do so. From the mid 80's onwards



recruitment into UKAPE had been progressively more difficult as the Thatcher philosophies of 'individualism' and 'I can look after myself' spread; this was in spite of the job losses. However the Company had always tried to operate in a legal and reasonably generous manner; looking back they have become much more expert in handling these situations, most of which have been the result

of external factors (peace dividend, Gulf War, Sept 2001 etc). We ran a 'profile raising' exercise starting in December 2001 and this arrested the decline but that is all. It also produced one other committee member and formalised Brian West acting as RRMPSA treasurer as well as UKAPE treasurer.

The relationship with the MSF (ex ASTMS) management group had been good for many years and we always operated in concert. Where Unite will now take this is not yet clear.

Outside the RRMPSA I was elected as the Western & S Wales member on the UKAPE Executive Committee in 2001 (ish) and a Vice President in 2004.

Ed: As Peter is now half way through his second term as president we thought it was about time the members knew a little more about him!

Where Unite will now take this is not yet clear.

I am indebted to Executive Member Ian Hay to whom I also owe an apology. This has been in my files for very nearly two years without being published. Nevertheless the basic concepts have not altered at all.

Public Attitudes to and Perceptions of Engineering and Engineers 2007

The Royal Academy of Engineering and the Engineering and Technology Board (ETB) have jointly commissioned a research study exploring public attitudes to and perceptions of engineering and engineers. The work was carried out by the independent British Market Research Bureau and their findings were presented at a launch at the Institute of Physics on 17 September 2007.

The research comprised two strands: a quantitative survey and a qualitative workshop. The quantitative survey was designed to provide a representative picture across the UK of public perceptions and views of engineering and engineers. It was administered using telephone interviewing of a nationally representative sample of 1000 adults aged 16 and over. At a one-day qualitative workshop, designed to increase public awareness and understanding of engineering and engineers, participants were provided with increasing levels of information to enable them to consider issues relating to engineering in greater depth.

Full details of the research are contained in the published report "Public Attitudes to and Perceptions of Engineering and Engineers 2007", available from the Engineering and Technology Board.

Some key findings:

- There is limited initial public awareness and understanding of engineering and engineers;
- The engineering profession is thought to be more associated with fixing things rather than creativity or design;
- The many different types of engineer make it difficult for the average person to understand the term engineering;
- Despite limited public awareness and knowledge, engineering is viewed positively in comparison with other professions and is seen as making a good contribution to society.

Whilst some of these may be regarded as self evident, the survey has been welcomed as at least providing a base for monitoring



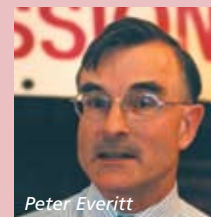
the ETB's effectiveness in raising the profile of engineering and engineers in the future. There is likely to be a further survey within two to three years.

Ian Hay

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If you have a home email address where we can contact you, please email 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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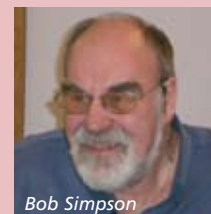
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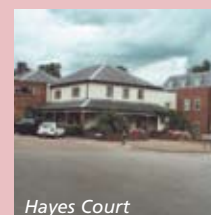
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