

President Sets Regional Visit Timetable

President Dick Hegerty hopes to visit all Centres this year. As well as attending his own Eastern Centre Quarternights, he has set the following punishing Quarter Night schedule.

Western & S. Wales	20 March	6.00
N. Home Counties	5 June	7.30
North-West	10 June	7.45
East of Scotland	11 June	2.30
West of Scotland	12 June	5.30
South East	17 June	7.30
Northern	19 June	7.45
Metropolitan	10 Sept	7.00
Southern	11 Sept	7.30
W. Home Counties	27 Nov	8.00
East Midlands	9 Dec	7.30
Yorkshire	10 Dec	7.00
West Midlands	11 Dec	7.30



These visits are a chance for you to speak your mind direct to the President, and he is keen to hear from as many members as possible. These meetings permit lobbying at the highest level in UKAPE, and are your opportunity to have a direct input to UKAPE policy and management.

Organising Seminar Repositioned

For operational reasons, the Organising Seminar originally proposed for March has been rescheduled and will now take place in the first week of November 2003, which gives plenty of time to register your interest. Intended for working members, this training course provides an essential insight into successful recruiting methods, and develops the tools necessary to achieve effective recruitment. Please contact John Kearney or Michele Smith to reserve a place on this course and receive full details.

APEG on Track with Parliamentary Briefings

The spring season of Associate Parliamentary Engineering Group meetings has a rail theme. Commencing with a presentation from Network Rail in February, the AGM on 24th March considers Crossrail, and the 12th May meeting will hear about Public Private Partnership on London Underground. All events are held at the Houses of Parliament, last for one hour and are open to up to five members on a first come first served basis. Please contact John Kearney / Dick Hegerty for more details.

John Kearney's True Stories

A member in a very senior position in his company was advised by the management that 'he did not fit in' and was invited to consider a severance package. After the initial shock, he embarked on negotiation, assisted by UKAPE, and secured a £48,000 payment under the terms of a compromise agreement. John Kearney says: 'you never know when you might need UKAPE. If and when you do, the results can repay the subscriptions many many times over'.



Policy Progression – Dialogue with Government Continues

Manufacturing – Strategic Exchange with DTI

UKAPE's Conference Resolutions at BDC in September 2002 were submitted to the Dept. for Trade and Industry. A response has been received regarding Resolution 7, proposed by West Midlands Centre, which contained four proposals including calls for a long term plan for manufacturing investment and a strategic review agency.

The letter from the Department stated that "... the Secretary of State was grateful to you for keeping her informed of the manufacturing resolutions adopted at your conference and she was interested to see the four suggested areas for action. The (government's) manufacturing strategy published in May last year sets out a framework for helping manufacturing companies to fulfil their potential in the UK."

A summary of the strategy and of its seven pillars was enclosed, consisting of two sides of A4. A copy of this is available on application to UKAPE at Hayes Court.

The response continued "... Action taken includes the introduction of R & D tax credits. To address the issue of regional investment, we are establishing Regional Venture Capital Funds (RVCFs) ensuring that small businesses have access to small-scale equity finance. Eight of the nine English funds are now operational, with the final fund to be operational by April 2003. The eight funds between them will have up to £223 million available for local SME's with growth potential. There will also be a generalist venture capital fund aimed at investing in 'coalfield and ex-coalfield' areas. The Secretary of State was pleased that you had such a constructive conference."

Rail Safety – Government Plans Announced

Resolution 8 at UKAPE's September 2002 Conference, moved by Western Centre, called for a new independent rail investigation body with independent rule making and auditing of compliance, akin to the civil aircraft accident investigation board. The Dept. for Transport were contacted and we have subsequently received the following positive response in reply.

"When Lord Cullen investigated the Ladbroke Grove railway accident of 5th October 1999, he recommended that an independent body, the Rail Accident Investigation Branch, should be set up to look into the causes of accidents to enable this information to be divulged to the rail industry as soon as possible. The government is taking forward this recommendation and the Railways and Transport Safety Bill, announced in the Queen's speech in November 2002, will establish RAIB and set out its duties. RAIB will be based along similar lines of the Air Accident Investigation Branch and the Marine Accident Investigation Branch."

Meanwhile, having duly submitted an application for membership as an interested party of Network Rail, in accordance with Emergency Resolution B, proposed by Bob Douglas on behalf of the Executive, UKAPE has been advised in a separate communication that its application has been unsuccessful in the first list of members. There were over 1200 applications for some 40 seats. All the more well known unions in the rail industry have received a seat.

Ethics and the Engineer – The Role of the Institutions

Ian Hay FICE, FCIWEM, Metropolitan Centre Executive Committee member, recently delivered a well attended presentation on the subject of "Ethics and the Engineer", which is summarised here. Ian sits on the CIWEM Council and is Vice Chairman of the CIWEM Engineering Professional Board. He is a member of their Membership Strategy Board and also serves on UKAPE's Engineering Profession Working Party.



Ian Hay

Ian noted that UKAPE is a professional, democratic union, which cares deeply about the welfare and interests of professional engineers. He mentioned the fact that UKAPE members have served on the Engineering Assembly and Engineering Council Senate in the past and gave examples of UKAPE taking action where the interests of professional engineers were being threatened.

Last year Professor John Uff QC FREng gave a lecture to the Royal Academy of Engineering entitled "Engineering Ethics: Do engineers owe duties to the public" (reported in Engineer Today June 2002).

In his address, he observed that professional institutions have a duty to set, monitor and enforce standards of conduct of their members. He suggested that they might be vulnerable to legal action by members of

the public who suffer damage through the institution's failure to take steps to enforce a wider duty of members to uphold the public interest.

Those of us in professional institutions are required, as a condition of qualification, to abide by the published codes or rules of conduct of our institutions. Such codes are variously expressed but contain certain common features in regard to the public interest – health and safety and protection of the environment feature prominently in most of them.

Ian had reviewed codes of conduct of professional institutions from around the world. Many of the UK codes were full of admirable sentiments but often woolly and imprecise, and difficult to put into practice. To demonstrate the features of such codes, Ian noted that the Code of Environmental Ethics of CIWEM contains an aspirational set of principles. He could not see how the CIWEM code could be monitored and enforced effectively.

He saw that most of the UK engineering institutions had put a great deal of effort into developing acceptable entry standards and introducing rules or codes of conduct. However, he suspected that the monitoring and enforcement of standards are generally less than one might expect. Occasionally one or two members are suspended but this seems to be relatively rare. One of the reasons is that the institutions only get to hear of an offence if someone brings it to their attention, and this doesn't happen very often.

Because of his role in vetting applications for CIWEM membership through the Engineering Professional Board, he was conscious of the need to ensure that potential members meet certain entry standards

Tributes Commemorate Charles Hickling

The private funeral service for Charles Hickling, who died on 2nd December, was held in Ashmanhaugh, Norfolk, attended by Charles' oldest friend and colleague, Brian West. At the commencement of the UKAPE Executive Committee Meeting on 7th December, a Minute's silence was observed in his memory. A well-attended Memorial Service for Charles was held at St Leonard's Church, Chesham Bois, on 3rd January 2003. UKAPE was represented by Dick Hegerty, John Kearney and virtually all the UKAPE Executive from the southern part of the country, as well as a number of other members, spouses and colleagues, including several UKAPE Past-Presidents and Jan Richards, former UKAPE Administrative Secretary. The main tribute was provided in an address from Brian West, followed by family tributes from Charles' two children, Ken and Katie, and the Minister.



Brian West, UKAPE Treasurer, Pays Tribute to Charles Hickling – Memories of an Old Friend:

Charles went to Tonbridge school, Sevenoaks, where he achieved higher schools certificates, as well as rowing for the school with considerable success. He was awarded a student scholarship apprenticeship with the De Havilland aero engine company in Edgware, where I met him on 4th September 1950. He was tall, muscular and fit, and appeared to have boundless strength and stamina.

He quickly located the local church youth group, soon showing signs of the organising ability that we all experienced in later years. It was here that he met Valerie, his lifelong partner, who survives him.

After completing a year's National Service as an engineer in the merchant navy, Charles went back to De Havilland's in the stress office and soon became aware of the trade unions. He joined 'data' (predecessor of Tass) and became branch secretary, and also a chartered engineer.

When UKAPE was formed in 1969 he joined and in 1974 was persuaded to take a staff position. He was appointed Deputy Secretary, a post he held until John Sampson retired. He then took over as Secretary, a post he held for some twelve years, where he continued to help many members. He retired early, in 1992 after a triple heart bypass, but could not let go of the reins completely. He became Conference Committee Chairman, an ideal situation as he had organised all UKAPE conferences before that, and was the only one who really knew the procedures and the rule book.

Charles' experience in industrial relations was acknowledged by the authorities and for some twenty five years he regularly sat on tribunal panels, even after he had retired.

Charles was not all work and no play. For years he had maintained his own cars and he rebuilt the kitchen of every house he and Valerie owned. While at De Havilland's in the 60's, he joined the motor club and started rallying in his pre-war Vauxhall 12 with an observer and two navigators. He won so many times that this set-up was outlawed – so he navigated and I drove and we still won!

He and the family had many holidays on the Norfolk Broads and he developed a taste for serious sailing. He sailed a dinghy, which he had built in his dining room. We both joined the Marabu Syndicate and had a UKAPE sailing week every year. Charles skippered many cruises, did a lot of refit work including wiring, engine and gearbox improvement, and was on the Committee for some years. When living at Sevenoaks, he established an offshoot of the 'Sailability' charity, designed and made special adaptations for wheelchair-bound people, and gave sailing instruction many times.

After retiring, he moved to Ashmanhaugh village near Wroxham, to be near the Broads, to pursue his love of sailing. His church there was a beautiful Norman building with a round flint tower, where he soon became a Churchwarden. He masterminded the purchase of the village hall from the Church Commissioners, no mean feat, and organised refurbishment to present-day standards, much appreciated by the village community.

Charles was a project addict. What drove him on was the challenge of

Charles was strong-willed, analytical, systematic, practical

and have gained the necessary experience. However, regulating the membership is about more than simply satisfying entry standards – there is also maintaining competence throughout one's working life, which brings in Continuing Professional Development (CPD) and how to monitor it. CIWEM have attempted to ensure that members keep up with their CPD training by asking them to sign a declaration, when they pay their annual subscription, that their CPD is up to date. Clearly, introducing a rigorous system of monitoring members has a cost.

As professional institutions could be open to negligence claims from the public, I believe they need to monitor CPD more effectively, enforce their codes more rigorously and take disciplinary action against offenders. Thus there is a clear need to harmonise the wording of codes of ethics in engineering and write them in plain English.

Ian noted the motion which he proposed at UKAPE's last Biennial Delegate Conference (Resolution 10.3), that the engineering institutions should take monitoring and enforcement more seriously. In medicine, regulation is the responsibility of the General Medical Council. A doctor has to be registered in order to practise and the Council has the power to decide on the fitness of a doctor to remain on the register. In any disciplinary hearing, the doctor can be represented by the Defence Union, which begs the question as to who would represent engineers in a similar situation. At the moment things are not quite the same in engineering because an engineer does not have to be either a member of an institution or registered with the Engineering Council (UK) to work. This raises the further question of licensing of engineers – a subject for another day!

The only realistic hope of achieving effective regulation in the future

identifying a problem and devising a solution, with the typical engineer's belief that no problem was beyond his capabilities.

He tackled projects in detail and with considerable vigour and tenacity. He was strong-willed, analytical, systematic, practical, and always working for the benefit of others. We might not have agreed with his methods but he got the job done.

We were close friends and colleagues for 52 years. We were both only children and I think each was the brother the other didn't have. I, like many others, will miss this honest and sincere man very much. Fortunately, I have a large fund of amusing memories to draw on, so I will always remember, and shall celebrate, the happy times we had together.

UKAPE President Dick Hegerty notes:

I was privileged, in common with many other members of UKAPE, to have known and worked with Charles. His service for UKAPE extended way beyond the call of duty. I know that many members owe him a great debt of gratitude for the immense efforts he made on their behalf, when he was Deputy Secretary and latterly National Secretary of UKAPE. After his retirement, he chaired Conference Committee and became an active member of the Eastern Region Committee. I have been at a number of Memorial Services and I have to say that this service was probably the best attended and certainly the most uplifting of them. Charles has left us a legacy which is an inspiration to us all.

Michael Murdoch, Federation of Professional Associations National Secretary, attended the UKAPE December EC meeting specifically to pay tribute to Charles Hickling. He described Charles' death as a very sad loss and remembered Charles as a beacon for UKAPE, a symbol of what UKAPE represented and a UKAPE institution.

Member Peter Stoker writes:

I was deeply saddened to hear of the death of Charles at such an early age. It was a privilege to know him, to learn so much from him over the years – and to have him as a friend.

'He fixed me with his gimlet eye' ... aren't those the words of the Ancient Mariner? As an engineer, Charles was aeronautical rather

than nautical, but as a union negotiator he certainly had a gimlet eye – he used to daunt me, never mind the other side of the table! The biggest action we co-operated on was the Section 11 claim for Bargaining Rights at Sir William Halcrow (as it was then). The employers were (unnecessarily) fearsome of the prospect, but Charles brought calm and sanity into the dialogue – both with Halcrow and with ACAS. Reportedly sheepish about their earlier dreadful performance with WH Allen at Bedford, ACAS found in favour of our claim, but before we could get this enacted, Labour lost the General Election and Section 11 went into the bin. So near

The growth of the compensation culture has implications in other areas such as insurance cover.

For those of us employed in engineering firms, PI cover will normally be provided by the Employer. With the increasing risk of litigation nowadays, individuals should keep up to date on the terms of their indemnity cover and should at the very least check with their employer's lawyers that they are adequately covered. The passive approach to indemnity cover of most engineers again contrasts with that in the medical profession. Bodies such as the Medical and Dental Defence Union of Scotland provide indemnity protection and regularly issue bulletins containing advice and information on case histories. In addition, individual members can ring for advice on a specific issue and will receive an informed opinion of what they should do.

In summary, professional codes of conduct need to be concise and unambiguous and written in plain English. Professional institutions need to monitor CPD more effectively and enforce their codes of conduct more rigorously. Regulating the engineering profession should be the responsibility of a body independent of the professional engineering institutions, such as the Engineering Council (UK). Engineers should regularly review the terms of their indemnity cover to ensure that they are fully covered.

Charles remained as imperturbable as ever at this dastardly blow, while we all gnashed and wailed. Here was his great strength; to keep focused on the long term goal, and keep heading for it. His goals may have altered a little, now that he has moved to 'a different branch of aeronautics' in a different sky, but if there are any industrial disputes in heaven, for sure Charles will be in the middle of it.

Although I left the profession almost 20 years ago, I still had occasional contact with Charles; just last year he gave me sterling advice about a friend who was being victimised, once more showing generosity of spirit mixed with solid common sense. Some people make an indelible impression upon you – Charles was one of those. I will miss him.

Member John Attwood writes:

When he was National Secretary in the 70s and early 80s, Charles attended practically all of our committee meetings in Birmingham. One matter discussed at considerable length was the restrictions, such as the ability to strike, being imposed by Maggie Thatcher on the government employees working on highly classified material at Malvern. I took the minority view, and I think it was often a minority of one, that in this instance on grounds of national security Mrs Thatcher was right. Charles, with much patience and thoroughness went to considerable lengths to get me to change my viewpoint. I have happy memories of those times, and the fact that Charles was there made us feel that the meetings were worthwhile.

Editor's note: Donations in memory of Charles Hickling should be made to McMillan Cancer Relief or the Royal National Lifeboat Institution.

Executive Committee Update

Subjects considered at recent Executive Committee Meetings included final arrangements for the autumn 2002 UKAPE Conference and actions arising from it; priorities for recruiting, membership and advertising; industrial relations, particularly the steady stream of successfully resolved individual cases; dialogue within the engineering profession; and budgeting and finances. A historic milestone was reached at the March 2003 meeting, which was the 150th UKAPE Executive Committee Meeting. It was noted at that meeting that the Bye-law amendments adopted at the September BDC have been ratified by the Union Executive Council and can now be implemented in full.

Executive at Full Strength

At the September Executive Committee Meeting Officer election, Dick Hegerty was elected President, Ken Paterson and Bob Simpson elected Vice-Presidents and Brian West re-elected as Treasurer. Following the call for nominations for Centre Members of the Executive Committee, all seats to be elected have been filled by existing members, resulting in continuity of EC membership this year.

Revised Quarternight Dates for your Diary

Members in **Northern Home Counties Centre** and **Northern Centre** should note the following change of Centre Quarternight dates (times and places remain unchanged):

Northern Home Counties:

change of June QN date (from 12th June) to **5th June**;

Northern:

change of Dec. QN date (from 6th Dec) to **5th December**.

Website Expansion

Welcome to all new members who have joined recently by direct application from the UKAPE website. A further enhancement now under development is a member's private section. This will include a section for individual members to describe their specialist skills, to enable a search for specific abilities, where sought by other members. Please contact John Morgan-Evans at Hayes Court on tel 020 8462 7755 x 353, or e-mail him at j.morgan-evans@headoffice.aeeu.org.uk for details.



J Morgan-Evans

Euro-Documentary Trail at MPA

Graham Maxfield, Northern Home Counties EC Member, continues to represent UKAPE's interests at the Managerial and Professional Association. Current activities involve Pensions and Employment Relations sub-committees, the latter including employment law update; work-related stress; and European employment strategy.

Documents available include the European TUC Reports on Taxation 2001 and 2002; European Parliament Working Paper proposals on a new directive for company law concerning takeover bids; European Trade Union Institute document on the EU Charter, with particular reference to Trade Union and Worker Rights; European Commission publication "Choosing to grow: knowledge, innovation and jobs in a cohesive society", summarising progress in implementation of the Lisbon strategy of March 2000.

Copy Deadlines

copy dates for articles, letters and contributions for the remaining issues of Engineer Today this year are:

Issue Date: June September December

Copy Date: 1st May 1st August 1st November

Progress at ETB?

Following UKAPE's delegation to the Engineering and Technology Board (ETB) in early November, reported in the last issue of Engineer Today, the ETB launched their Business Plan and Strategy at the Science Museum on 18th November, including a presentation by Science Minister Lord Sainsbury. Some government funding has been and continues to be provided to the ETB, but how much, and for how long, remain unanswered questions. Another major uncertainty is financial support from industry. This leaves the distinct impression that the profession is in for another re-run of the Engineering Council of the early 80's - where the registrants ended up paying for virtually everything for many years. *'Plus ca change, mais toujours la meme chose'*.

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 John Kearney. Updated information is also posted on the UKAPE website at: www.ukape.org.uk

Dick Hegerty (President)

Dingwall, Beckingham Street,
Tolleshunt Major, Essex CM9 8LJ
tel 01621 860380
e-mail: Richard.Hegerty@care4free.net



Dick Hegerty

Ken Paterson (Vice-President)

11 Magnolia Court, 39 Grange Road,
Sutton, Surrey, SM2 6SY
tel 020 8643 2906
fax 020 8770 3986
e-mail:
KPaterson@summitbg.freemove.co.uk



Ken Paterson

Bob Simpson (amicus-AEEU Executive Councillor and VP)

Sarum Cottage, Park Farm, Chiddingly,
Lewes, Sussex, BN8 6HH
tel 01825 872373
mob 07710 770714
e-mail: bob.simpson@ukape.org.uk



Bob Simpson

UKAPE, Hayes Court, West Common
Road, Bromley, Kent, BR2 7AU
tel 020 8462 7755
fax 020 8315 8234

John Kearney (x 394)
e-mail: j.kearney@aeeu.org.uk

Michele Smith (x394)
e-mail: m.smith@headoffice.aeeu.org.uk

John Morgan-Evans (x353)
e-mail:
j.morgan-evans@headoffice.aeeu.org.uk

Graham Briggs (x 399)
e-mail: g.briggs@headoffice.aeeu.org.uk



Brian West