

The President's Column

You should all be aware from the various communications sent out by the main union and items in the media that the process of creating a single organisation out of Amicus and the T&G continues. The creation of a unified structure and Set of Rules is complicated and subject to much political lobbying and horse trading. UKAPE is a small organisation in this but the Executive Committee has been trying to influence what goes on to ensure continuing appropriate support for UKAPE members. The discussions at the Special Meeting on 9 June last year were very useful in setting out what UKAPE members are looking for and my thanks to all those who attended or contributed in other ways.

The progressive development of **unite** has raised questions over the continued existence of an entity called the Federation of Professional Associations (FPA) within the new organisation once the Amicus structure ceases. The FPA was set up in EETPU days as a convenient umbrella organisation for the separate associations which had transferred engagements to the EETPU. I don't see the disappearance of the FPA on its own as a problem; certainly I do not believe it is in contravention of UKAPE's Transfer of Engagements to the EETPU. However I do believe that if **unite** is to prosper it needs to be able to present an attractive image to the growing proportion of Professionals and Managers in the workforce; and that this will be much more difficult without the FPA, or a successor grouping of some sort.

Those who read the President's bit in the last issue of Engineer Today will remember a proposed Mission Statement for the FPA. This will be redundant if the FPA no longer exists but I believe we will still need a focus for the Managerial and Professional (M&P) membership within **unite**. The following is an adaptation of the 'FPA version' to a wider group covering all M&P members in **unite**. As you can see, it predictably bears a strong resemblance to the earlier version. The only substantial change is removal of the reference to using this group as an element in the union's internal democracy since this is now achieved via the new Industrial Sectors. None of the FPA associations have been allocated to a sector as yet (there isn't even final agreement on the sectors) although they have been allocated to sectors for the ballot to elect a Joint Executive (UKAPE was put in the "General Industries" sector). As part of our campaign to maintain and enhance **unite's** appeal to Professionals and Managers we have sponsored motions to the FPA national conference in June calling for the creation of an M&P grouping within the parent union.

Proposed Mission Statement for a future M&P Grouping within unite

1. To provide an appropriate grouping for the Professional and Managerial membership within **Amicus/unite**.
2. To facilitate recruitment among the growing population of Professional and Managerial staff by providing a place within **Amicus/unite** where they will feel comfortable that their particular concerns are understood and they will receive the type of support they are looking for. Exploiting the brand images of the constituent members of FPA is part of this campaign.
3. To lobby government and politicians in support of the 'professional dimension'.
4. To liaise with Eurocadres and other equivalent bodies in Europe and worldwide.

[Ed: The FPA Conference is to be held on 7 June and UKAPE will be represented by Bob Douglas and me. Any comments on this issue would be gratefully received as soon as possible before that date. Our email addresses are on the back page.]

Peter Everitt, President

BDC Reminder... BDC Reminder... BDC Reminder...

The UKAPE 2008 Biennial Delegate Conference will take place from **11.00 am Saturday 24th May to midday Sunday 25th May, 2008**, venue Imperial Hotel, Russell Square, London.

The remaining significant dates leading up to Conference are as follows:

- (a) **Preliminary Order Papers** to reach EC members and Centre Secretaries by **14th March**.
- (b) **Amendments** to original motions to be received at UKAPE Head office by **first post 4th April**. Also **deadline date** for notification of **delegates** to Head Office.
- (c) Any further compositing proposals to originators by **11th April**.
- (d) Further compositing proposals to be cleared with originators by **18th April**.
- (e) Final Order Paper, Agenda and all associated papers to be circulated to delegates and others attending Conference by **2nd May**.

This is your opportunity to have your say about the future of your association.

Editorial

Here is the first edition of Engineer Today in 2008 and as I write at the beginning of March I am watching the snow falling past my window and creating a belated Christmas card scene outside. But enough of this; it seems that the issues surrounding the ETB have run their course. We have a contribution from Guy Davies but this will be the last to be published on this topic and I will now consider this matter closed, until of course the next burning issue arises.

This quarter, we concentrate on the thorny issue of what is an Engineer and who can legitimately call themselves one. It is perhaps a timely discussion as Parliament is shortly to embark on an inquiry into the whole area of Engineers and Engineering.

continued overleaf

Editorial contd...

President Peter Everitt deals with the continuing problems surrounding our membership of what appears to be a doomed FPA.

As before, we have included more information on legal matters which should be of interest to our members.

Finally do not forget that the 2008 Biennial Delegate Conference is scheduled for May. Motions for the conference have now been received at Head Office and the deadline for amendments to the original motions is 4 April 2008.

As ever let me remind you that this is **YOUR** news letter and all contributions are very welcome. The deadline for the next edition is 31 May 2008 (one week after BDC).

Bob Simpson, Editor

Parliamentary Inquiry

It seems that the Government has decided to undertake a major inquiry into Engineers and Engineering. This will be carried out by the Innovation, Universities and Skills Committee, which it is understood will be considering the term Engineer in the broadest possible sense.

Fourteen cross party MPs constitute the committee, and their backgrounds range from Farmer to Teacher to Historian. There is one member who claims to be an Electronics Engineer. The Select Committee's conclusions and recommendations will be sent to Government Ministers who are under no obligation to act upon them.

UKAPE will be making a submission to this inquiry, which will appear on the website in due course.

Bob Simpson

Forced to Retire



The President of Employment Tribunals has ordered that cases brought by people who have been forced to retire at 65 must be "stayed" pending the outcome of a case brought by Heyday (an offshoot of Age Concern). This is

expected to be heard by the European Court of Justice (ECJ) in 2009. Heyday is challenging the validity of the National Default retirement age of 65 in the Employment Equality (Age) Regulations 2006.

This means that anyone who has been forced to retire at age 65 can lodge a complaint with a Tribunal. Although employers are entitled to retire their staff when they reach retirement age under the Employment Equality (Age) Regulations, the President's Order means that employees' rights will be preserved until the ECJ reaches its decision in the Heyday case.

It should be noted, however, that the Order will be reviewed by the Court of Appeal when it gives its judgment in *Johns v Solent SD* later this year.

This means that anyone who has been forced to retire at age 65 can lodge a complaint with a Tribunal.

Illegal Workers

Businesses employing illegal workers face large fines and prison sentences according to new rules which became effective at the end of February.

Employers will face a fine of up to £10,000.00 for every illegal worker they negligently hire, or face up to two years in prison. In addition, any employers found to be breaking the law could lose the right to recruit from outside the European Union.



The new rules include:

- A tough Australian-style points based system for managing immigration.
- The rollout of Britain's new e-Borders Programme, allowing people to be counted in and out of the country.
- Biometric ID cards for any foreign national in the country for more than three months, tying people to one identity.

For more information go to:

www.bia.homeoffice.gov.uk/employers/preventingillegalworking/

Parliament is shortly to embark on an inquiry into

An Engineer or not an Engineer

Recently there have been two petitions on the 10 Downing Street website concerning the status of UK engineers and both call for the title "Engineer" to become protected in law, as is the case with the terms "Architect" and "Social Worker" for example.

Whilst this is something for which UKAPE has campaigned for many years, realistically it is unlikely to gain ground. As is well known, in the English-speaking world the term "engineer" has come to mean anybody who works within the engineering field, particularly in the areas of manufacture or maintenance, and in the United States it also means the driver of a locomotive.

In France, as I have discovered, the term *ingénieur* is used to mean a Professional Engineer, a tradesman is known as *un technicien* and the repair man is *un dépanneur*. It would seem that to follow this terminology in the UK would probably be as pointless as making Engineer a preserved title, because what we already have in the UK are three protected qualifications: Chartered Engineer, Incorporated Engineer and Engineering Technician.

Perhaps we should now campaign to encourage all qualified Engineers and Technicians to register with the Engineering Council UK, and ensure that the titles CEng, IEng and Eng Tech are only used by those entitled to them, which should go a long way to guaranteeing that those outside the profession are aware of who is who and who does what, as they are here in France.

As an aside, having completed a minor repair to my lawn mower I went back to the shop to thank the owner for his advice and general helpfulness, he shook my hand, turned to my wife and said "Il est ingénieur, n'est ce pas?" She replied "C'est vrai, mais il est maintenant en retraite." [Ed: Fat Chance!]

[Ed: These comments were intended to be all I was going to say on this topic; however I subsequently received the following from EC Member Ian Hay.]

The EC^{UK} Board agreed in December 2006 that there should be a review of the Incorporated Engineer (IEng) registration category. A working group was established to undertake this under the chairmanship of Professor David Anderson (who also chairs the EC^{UK}'s Registration Standards Committee).

The group has recently submitted its first report which contains the following principal recommendations:

- Consultation should take place with Licensed Members (professional engineering institutions) on repositioning IEng as part of a progressive registration structure;
- The title of the qualification should be changed. The working group suggests Registered Engineer as the favoured alternative, but recommends market research before a final decision is made;
- The exemplifying academic qualification should remain unchanged as a Bachelor's degree (non-honours).

UKAPE's Engineering Profession Working Party (EPWP) has been considering these recommendations and would welcome further input from members to the Editor.

IEng is perceived by many to be a less credible qualification than CEng. This seems to have been a significant factor in the continuing lack of success in promoting IEng. We have some concern that the latest recommendation to reposition IEng within a progressive registration structure may make things worse. IEng registration might come to be regarded as a stepping stone to CEng, thus reinforcing the impression that it is an inferior qualification.

Distinguishing between the roles of CEng and IEng has proved problematic at every stage of the progression from SARTOR 1 through to UK-SPEC. Many believe that the differences between the two categories of registrant have become somewhat blurred under UK-SPEC and the reduced emphasis on the practical element of IEng competence in UK-SPEC was a step in the wrong direction. We believe that IEng should be a respected qualification in its own right, recognising the importance of practical competence to complement academic ability.

The correct choice of a new name is very important. EPWP acknowledges that the term IEng is generally unpopular and ought to be changed. However, it feels that the favoured title "Registered Engineer" would most likely increase confusion with the general public which would undoubtedly see this as a higher qualification than CEng. The fact that all professional engineers are registered with ECUK (the ETB website refers to registered Chartered Engineer, registered Incorporated Engineer etc.) could also lead to confusion. EPWP firmly believes that any initiative which might ultimately undermine the status of CEng must be avoided.

The report acknowledges that the reason for opting for a non-honours degree as the exemplifying academic qualification for IEng was the expectation that the use of the qualification would receive encouragement in the Dearing Report. This did not happen and very few universities now appear to be offering courses suited to IEng. A recent search of the websites of several leading universities revealed only a single passing reference to an IEng course. Raising the standard to a non-honours degree appears to have had an adverse impact on applications for membership and it may be that an HNC/D is a more appropriate standard for IEng.

[Ed: Should we join the campaign for exclusivity in the use of the title Engineer, should we follow the French example or is the current nomenclature satisfactory?]

Are you an Incorporated Engineer? Does the thought of being called something else appeal to you and if so, what? (Comments are welcome from Chartered Engineers as well!)]

Ian Hay



Engineering Technology Board – The Final Word

Former UKAPE President Guy Davies offers the following observations concerning the events surrounding the disbanding of the Registrants Panel.

“A blast from the past!!!

“I was reading “Engineer Today” [Ed: October Edition] and am alarmed, but not surprised, that all the four trustees from the Registrants Panel and the two independent trustees have been removed from the ETB. I confess that I have not been following things as well as I might over the past few years, not from lack of interest but from lack of time. (Life in retirement is very busy!)

It is to be hoped that the ETB situation will form part of the forthcoming BDC discussions

“My past experience of the Institutions is that they really don’t want to listen to the ordinary members. When I was chairman of the Southampton Branch of the Royal Aeronautical Society, I spoke up on a specific issue at a Branches Meeting

(chairmen and secretaries of all branches plus some members of Council) and the whole roomful of branch delegates cheered what I said. From then on, the chairman of the meeting pointedly ignored every attempt by me to contribute, even though I was seated in the middle of the front row and waved my hand almost under his nose. I have no experience of the other institutions but I imagine they are similar. Incidentally I subsequently resigned my Fellowship from the RAeS in protest over a related matter, but still remain a Fellow of the IMechE.

“Although I am now out of the current scene, I feel UKAPE should do its utmost to bring pressure on all influential parties to reverse the current situation and get democratic representation back on to the ETB.”

[Ed: It is to be hoped that the ETB situation will form part of the forthcoming BDC discussions, but for the time being this matter is now closed in these columns. We will, however, welcome any comments concerning the manner in which the Institutions conduct their business.]

I am alarmed, but not surprised, that all the four trustees from the Registrants Panel and the two independent trustees have been removed from the ETB

UKAPE Contacts

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

Peter Everitt, President

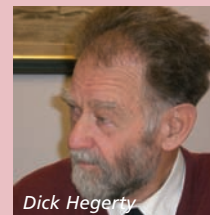
2 Cleeve Place, Nailsea, Bristol BS48 2UF
Tel: 0127 585 1174
Email: peter.j.everitt@googlemail.com



Peter Everitt

Dick Hegerty Vice President and Asst. National Secretary

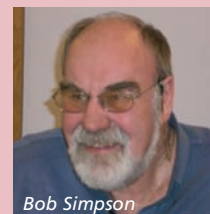
38 Heldhaw Road, Bury St. Edmunds, Suffolk IP32 7ES
Tel: 01284 727739
Email: Richard.Hegerty@care4free.net



Dick Hegerty

Bob Simpson Past President and Editor

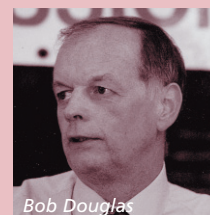
La Garde, 63600 Ambert, Auvergne, France
Tel: +33 (0)4 73 82 35 85
Fax: 07050 659943
Email: bob.simpson1@orange.fr



Bob Simpson

Bob Douglas Vice President

9 Diamond Hill, Bitterne Park, Southampton SO18 1JF
Tel: 02380 558 637
Email: rgd.ndh@hotmail.co.uk



Bob Douglas

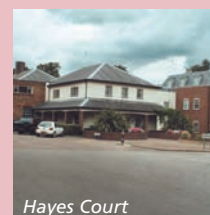
Jock Curren Vice President

9 Woodgate Drive, Birstall, Leicester LE4 3HT
Tel: 0116 267 4130
Email: barbandjock@btinternet.com



Jock Curren

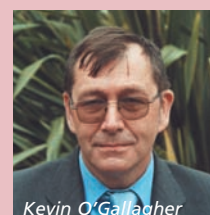
UKAPE, Hayes Court, West Common Road, Bromley, Kent, BR2 7AU
Tel: 020 8462 7755
Fax: 020 8315 8234



Hayes Court

Kevin O’Gallagher National Officer

Email: kevin.o’gallagher@unitetheunion.com



Kevin O’Gallagher

Michele Smith (x394)

Email: Michele.Smith@unitetheunion.com