

Organising Seminar

23-24 November 2003

Arising from Conference Resolutions on recruitment, and previous successful recruitment seminars, the next UKAPE organising seminar will be on 24th – 25th November 2003 at Esher Place.

Learn how you can improve your position at work, and at the same time help UKAPE grow and build the Association for the future.

Places will be limited and allocated on a first come first served basis, with preference given to working members. The Seminar will start after lunch on Sunday 24th November and finish after lunch on Monday 25th November.

Apply now: contact John Kearney or Michele Smith on x 394, or John Morgan-Evans on x353 at Hayes Court, or send in the enclosed flyer ASAP.

March for Manufacturing

Amicus is organising a March for Manufacturing Demonstration on Monday 29th September at the Labour Party Conference in Bournemouth, with a rally in Meyrick Park at 1pm. This is a national one-day event and special 'there and back' coach and rail transport is being provided from all over the UK, such that there will be no individual travel cost to members.

The intent is to raise awareness of the continuing importance of British manufacturing, over 20 per cent of the economy with a workforce of three and a half million, and to stop the persistent losses of over 2500 jobs per week in the sector.

As manufacturing support is a main policy of UKAPE, it is important that as many UKAPE members participate as possible. Please contact Michele Smith or John Kearney to make transport arrangements and receive additional details.

Presidential Progress

The continuing programme of President Dick Hegerty's Centre Quaternight Meeting visits will be rounded off for this year as follows:

Eastern	9 Sept	7.30
West Midlands	18 Sept	7.30
W. Home Counties	27 Nov	8.00
East Midlands	9 Dec	7.30
Yorkshire	10 Dec	7.00
Southern	11 Dec	7.30

The opportunity also exists at these meetings to air your views and thoughts about, and develop submissions for, next year's UKAPE BDC. Attend your Centre QN and put your points direct to the President.



Next UKAPE BDC set for 24-25 April 2004

At its most recent meeting, the Executive Committee decided to hold the next Biennial Delegate Conference on 24th/25th April 2004 at the union's newly extended and enhanced Training Centre at Esher Place. Conference Committee Secretary Mike Gibson prepares the ground with the following timetable leading up to the Conference.



The UKAPE 2004 Biennial Delegate Conference will take place from 11.30 am Saturday 24th April to midday Sunday 25th April, 2004, at Esher Place, Esher, Surrey. Important dates leading up to Conference are as follows:

- (a) Original motions to be received at UKAPE Head Office by first post 23rd January, 2004, but preferably earlier. Also preferred date for notification of delegates to Head Office.
- (b) Compositing proposals to originators by 25th January.
- (c) Compositing proposals to be cleared with originators by 30th January.
- (d) Preliminary Order Papers to reach EC members and Branch Secretaries by 13th February.
- (e) Amendments to original motions to be received at UKAPE Head Office by first post 5th March. Also deadline date for notification of delegates to Head Office.
- (f) Any further compositing proposals to originators by 12th March.
- (g) Further compositing proposals to be cleared with originators by 19th March.
- (h) Final Order Paper, Agenda and all associated papers to be circulated to delegates and others attending Conference by 2nd April.

Please note that motions for the 2004 UKAPE Conference need to be considered at the December 2003 Quarter Night Meeting.

Elections to amicus National Executive Council

Following acceptance of the joint union rule book by a special Rules Conference comprised of AEEU and MSF delegates in June this year, there will now be elections for all 48 seats on the new National Executive Committee, to take office for three years commencing January 2004.

There are 32 seats for industrial sectors; 12 seats from geographical regions, based on the boundaries of Scotland, Wales, Ireland and nine English Regional Development Agencies; and 4 seats for women members.

The FPA is allocated two seats in the industrial sector. Members will have a vote in the industrial, regional and women's elections. Ballot papers will be issued in the week commencing Monday 17th November and must be returned by noon on Friday 5th December.

The new Executive Council will oversee the integration of the two unions and shape the future direction of the union. It is therefore most important that all members read the candidates' details and policies, and essential that you use your vote to ensure democracy in the new Executive and that it properly represents your wishes and aspirations.

Meet the Executive Part 2

The Executive Committee pen pictures continue in this issue with three long-standing and well-known UKAPE members.

Keith Armstrong, Western Home Counties Centre



Keith started his working life as an aviation apprentice at Vickers-Armstrongs Weybridge, where he subsequently worked on VC10 wing design, interspersed with four years as a Technical Officer in RAF 148 Squadron. This was followed by gas turbine blade thermal fatigue research at the National Physical Laboratory.

He became civil aviation composite repair specialist with British Airways and others on adhesive bonding, and composite parts for all types of aircraft. He conducted fundamental research on carbon and glass fibre honeycomb flooring panels, leading to their first civil use. He holds an MSc and a PhD in Adhesion Science, is a Fellow of the Institutions of Mechanical, Aeronautical and Materials Engineers, and a member of international composite repair committees. He has published many papers, is the lead author of a state of the art book on composite materials and is a part time university lecturer in composite materials.

Keith joined UKAPE from the Engineers' Guild on formation of UKAPE in 1969. He has been Treasurer, Vice-President, Chairman of the Industrial Relations Committee and an active participant in UKAPE Committees throughout his entire membership of UKAPE.

He has also participated in many UKAPE Conferences. He is currently on the Membership Committee and continues to serve as Executive Committee Centre Member for Western Home Counties.

Jock Curren, East Midlands Centre

Jock always wanted to be an engineer, long before he even knew what an engineer was. After an artificer apprenticeship in the army and a spell at Leith shipyard, he went to sea as an engineer, on routes to the Far East and the Caribbean. He helped in the commissioning of the QE2 machinery. Returning ashore, he worked at BAC Filton, then became involved with process control. He enjoyed working in the plastics, sugar, paper, boiler and chemical industries in several countries, including UK, Germany, Russia and Denmark. He reports particularly happy memories of his last distillation project in the Orkneys, at the Highland Park distillery.



His long connections with the trade union movement began with the AEU at the age of 16, then with the Marine Engineers Association while at sea. He has been a member of UKAPE for nearly 30 years, joining because of his view that engineers needed a collective voice. He is a long serving member of Conference Committee, as well as Executive Committee Centre Representative for East Midlands.

Keith Robinson, West of Scotland Centre



Keith left Manchester University in 1974 and joined Babbie Shaw and Morton, Consulting Structural Engineers. It was during his first year with them that he joined UKAPE.

After a short time on site he moved to the Head Office in Glasgow where he got asked to join the UKAPE Group Committee and spent several years happily working away on group activities. During this period Keith was elected to the position of West of Scotland

Branch Secretary. These were busy days, with three very active groups, a stand at the Scottish Engineering Exhibition and copious correspondence from HQ to deal with.

On becoming Chartered, he joined Strathclyde Regional Council (SRC), Department of Sewerage, which became West of Scotland Water and then Scottish Water. Throughout his career there he worked on the delivery of capital projects. After 24 years with Scottish Water, Keith took the chance of an early severance scheme and left in 2003, moving on to work with Atkinsglobal. The name changes but the work doesn't, and he still works on capital projects in the water industry.

Committed to UKAPE, because of a firm belief in its objectives, Keith continued as Branch Secretary, became EC representative, then Vice-President and finally President in 1988 and 1989. He continues as West of Scotland Executive Committee Centre Representative.

John Kearney's True Stories "JUSTICE AT LAST!"



A member's two-year fight for justice has recently been won despite stiff resistance from his former employer. Our member had the misfortune to suffer from a kind of arthritis, which causes inflammation between the vertebrae of the spine. The disease is progressive and incurable and causes bouts of severe pain and stiffness. Sometimes it could take hours to get mobile in the morning after being 'locked' on awaking and having to perform slow and gradual warm-up exercises. He has to take strong medication to suppress the effects. However, he had managed to prevent this from affecting his work.

In 2000 he started to develop a form of colitis, which causes chronic inflammation and ulceration of the colon. This gradually became more severe and was extremely debilitating. He was prescribed more strong medication to counter both the symptoms and the side effects of the drugs for both conditions. In the spring of 2001 he went off sick with an inflammatory skin condition caused by an allergic reaction to the medication he had been prescribed. His arthritis and colitis worsened and he did not subsequently return to work. The company sick pay scheme provided for a private health insurance (PHI) to pay 50% of salary after 28 weeks absence. The PHI scheme also stated that the company must notify the provider no later than the 14th week that an employee may be about to qualify for its benefits and an assessment would be made based on medical reports. The company failed to do this.

On the 20th week of his sickness the company declared 60 redundancies, almost half of the workforce. Two weeks later our member was told that he had been selected for redundancy. He was supported by UKAPE at his grievance against selection and at a subsequent appeal. The grounds advanced on his behalf included lack of consultation with him on possible redundancy, failure to consider ways of mitigating the consequences of redundancy, e.g. transferring the member to the PHI scheme on 50% salary for up to 3 years, and challenges to the scores awarded under the redundancy selection process.



Bob Douglas

Historic amicus Conference

Bob Douglas, UKAPE Delegate, chronicles the main features of the Blackpool AMICUS-AEEU Conferences.

There were actually two conferences in the week from 24th to 27th June. The first was on Tuesday to approve the new joint rulebook, in conjunction with MSF. From the Wednesday to the Friday was the last AEEU policy conference.

I travelled to Blackpool on the Monday, to attend an FPA meeting in the afternoon. Later there was a meeting of AEEU delegates addressed by Derek Simpson and others, followed by a question and answer session.

New Rulebook agreed by Large Majority

The Tuesday conference was to approve (or not) the proposed rulebook for the combined union, with delegates from both AEEU and MSF. There was an explanation of the implications of the merger and what would happen if the rulebook was not approved. Then there was a spirited debate. Most of the speakers were opposed to the rules. After a while a speaker proposed to curtail the debate, as it would be possible to revise the rules in two years time. A vote was taken, estimated at 4 to 1 in favour of the proposed new rules.

Danny Carrigan chaired the amicus-AEEU conference. Maureen Rooney would have taken the chair but she unexpectedly died shortly before the Conference. One of the first items on the programme was a minute's silence in her memory.

The first two motions were on manufacturing. As they included a part that had come from the UKAPE Conference via the FPA,

John Kearney's True Stories (continued)

The appeal was rejected and it was claimed that if our member had already been receiving benefit under the PHI at the time of his post being made redundant his employment would have been terminated on redundancy grounds anyway. We asked that the latter statement be confirmed in writing by reference to the relevant rule of the scheme. At the appeal hearing the member's employment was terminated with payment in lieu of notice and just two weeks before he qualified for benefit from the PHI scheme. The company's response on the rules of the scheme took 3 months to appear, by which time our member had lodged a claim of unfair dismissal with an Employment Tribunal. It was clear from the response that the claim that our member would still have lost his job, even he was already receiving PHI benefit, was completely untrue. The company offered a settlement of £3,000 on condition that all proceedings were dropped. This offer was rejected and we consulted with our solicitors.

Legal Review

The case was reviewed with our legal advisors and we decided to seek the agreement of the Tribunal to suspend the hearing of the unfair dismissal case and pursue a breach of contract claim at a County Court. If this failed we still had the option of the Tribunal. The breach was that the company had not given statutory notice of dismissal but given payment in lieu. Had they not done so, the member would still have been employed two weeks after becoming eligible for PHI benefit. We had expert medical advice that the member would have easily qualified for benefit and this was further supported by consultants' reports. The company's representatives strongly opposed our request but we succeeded in persuading the Tribunal and our solicitors commenced proceedings in the County Court.

The matter has now been settled out of Court and agreement reached that £11,500 be paid into a trust from which funds will be released to sustain his ability to continue to live independently, i.e. home modifications etc. We all believed this was the best that could be achieved and withdrew the Tribunal claim accordingly. The member is very satisfied with the result and recognises that he could not have hoped to obtain such an outcome without the resources of UKAPE behind him. Our colleague is unlikely ever to gain paid employment as an engineer again. But he now works part time for the charity that supports fellow sufferers of one of his conditions, the National Ankylosing Spondylitis Society (www.nass.co.uk).

I spoke in support of the motion. It was carried with no opposition and only one abstention.

The first guest speaker was Gordon Brown, Chancellor of the Exchequer. He made a vigorous speech on the excellent record of the Government and how it will be even better in the future, but did not take any questions.

Derek Simpson, General Secretary, then made his policy address. He again impressed me, as he only had a few notes and did not read from a prepared text.

In the afternoon Roger Lyons, joint General Secretary of AMICUS, addressed Conference. He spoke at length in a rambling sort of way, but he did make some valid points.

Policies Debated in Depth

The day's debates included recruitment, workplace issues and Health and Safety. All of the motions had large majorities in favour. During the political debates, a motion on Members of Parliament was remitted, and a motion on the democratic deficit had a fair number against it but was still carried.

Thursday morning debates were on Training and Europe. They were all passed again, apart from one on the single European currency that was remitted.

Derek Simpson then gave an informative administration report, including union premises. Hayes Court will remain as the administrative HQ. Benefits to members are under review. They will be equal or better than other unions, with changes aimed at improvements in delivery of service to members. After the report Derek Simpson invited questions and gave answers.

In the afternoon Brendan Barber, TUC General Secretary, spoke to Conference about the lack of state aid to British manufacturing. He said that the government should have a policy of buying British, and described the need to protect pension schemes, amongst other topics.

Ian McCartney, Chairman of the Labour Party, addressed Conference and spoke on a number of topics, most importantly the new Information Act and the pension credit for retired people.

Future of the FPA

One contentious motion was discussed, about the retention of the Federation of Professional Associations (FPA) in the combined union. This came from a motion instigated by UKAPE, and carried forward, via the FPA, to the main union Conference. It was proposed by the union Executive to be remitted without discussion, but FPA members were not keen on this. The motion was proposed and seconded but the proposers agreed to remit it.

Friday's debates included environment, transport and pensions, which always creates a lot of interest. Apparently the Government has not implemented Article 8 of the Insolvency Directive, which would give greater security to pension scheme members. The union is to take legal action against the government, along with lobbying, to improve the rights of pension fund members.

In the closing speeches, Derek Simpson again was impressive, speaking without a script. However he did finish by quoting the end of the speech from the previous conference by Ken Jackson. The words were identical, which shows that both men are after the same objective.

Time to have a few last conversations with friends and colleagues and wend our way home.

Management Summary – EC Action

Subjects considered at recent meetings of the Executive Committee included developing plans for the BDC to be held in April 2004, membership and membership records, recruitment including the Organising Seminar on 23rd-24th November; industrial relations and individual cases, licensing of professional engineers, publicity, advertising, expansion of the website and elections to the new merged union Executive.

Website Enhanced with Members Section

A letter sent out to members recently invited completion of a form listing individual details to be entered onto the secure (password protected) UKAPE members private section of the website. A good response has been received and this development is now being established. If you have not returned your form yet, there is still time to have your details added. If you have not received a form and would like to be included, please contact John Morgan Evans on x 353. Please note that you need to have a home e-mail address to be able to use this aspect of the website.

Professional Associations – The FPA Link

UKAPE continues as one of the organisations within the Federation of Professional Associations (FPA), the managerial and professional section of the union, which contains over twenty such groups. The most active group in recent times has been Cabin Crew 89, which has doubled in size in the last three years, since joining the FPA. UKAPE is normally represented at FPA meetings by UKAPE President Dick Hegerty. Vice-President Bob Simpson also attends in his capacity as one of the two elected amicus-AEEU Executive Council members who represent the entire FPA on the Executive Council of the Union.

Policies of UKAPE can be carried forward via the FPA Conference to go to the main Union Policy Conferences, thus giving UKAPE the opportunity for its views to be heard and taken into account.

The Engineering Profession – What Engineers Really Need to Know

A "Rough Guide to Engineering" has been developed to give younger engineers a route map of the profession and the career options and opportunities within it. A brief summary is to be installed on the website shortly and the full document is available from Michele Smith on x394 at Hayes Court. This project has been under development for a considerable time and thanks are due to all the contributors, particularly Peter Everitt, Peter Michael, Roger Sabido and their colleagues in the Western and South Wales Centre.



Peter Michael

End of Term Report – First Year of the GCSE in Engineering

In July, the Associate Parliamentary Engineering Group (APEG) received a presentation at the Houses of Parliament about the uptake of the GCSE in Engineering, which had just completed the end of its first year of implementation. The course is inextricably linked to modern apprenticeships, and is considered central to technological education. The course was being delivered to several thousand pupils across the country in over two hundred schools and one hundred further education colleges, plus some thirty group training associations.

Although the initial indications were very encouraging, numbers needed to increase vastly to achieve targets. A number of constraints were identified, including lack of employer support or involvement, a fundamental weakness in school career guidance, grossly inadequate resources (of both time and money) and lack of support from the exam boards.

More about the course can be found on the web at www.gcseinengineering.com. The Engineering Careers Information Service at the Science Engineering and Manufacturing Alliance (SEMTA)

offers information about engineering education and training. SEMTA was launched in April this year with a five year contract as the Sector Skills Council for science, engineering and manufacturing.

Contact ECIS at freephone 0800 282 167, fax 01923 652 389 or e-mail to ecis@semta.org.uk.

Contact John Kearney or Dick Hegerty, or visit www.apeg.org.uk, for details of future APEG events.

Engineering a Mega-Institution

Discussions are underway to merge the Institutions of Mechanical, Electrical and Incorporated Engineers, which would create a body with a quarter of a million members. Widely supported in the engineering community, UKAPE welcomes this unity in the profession and encourages this development.

Copy Deadlines

The copy date for articles, letters and contributions for the next issue of Engineer Today is:

Issue Date: December Copy Date: 1st November

Please send all contributions to John Kearney/Michele Smith or Dick Hegerty.

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 8404 2795
e-mail: KPaterson@summitbg.freemove.co.uk



Bob Simpson

Bob Simpson (amicus-AEEU Executive Councillor and VP)

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



John Kearney

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



Graham Briggs