



FPA Sector

Industrial Report 2006

Introduction

The Federation of Professional Associations section unites many specialist professional, technical and managerial associations who share the Amicus vision. We have over 40,000 individual members, from a multiplicity of industrial and technical backgrounds.

SIMA

The Steel & Industrial Managers Association continues to represent members in the industry.

Steel is a vital material in all industrial economies. In the UK, the construction sector accounts for 22% of steel consumption, automotive industries a further 17%, and metal goods another 13%. Engineering and other manufacturing industries collectively account for 45% of the steel consumed in the UK.

The UK's steel industry is affected by the wider international context. The steel industry worldwide has experienced improvements over recent years as the gap between world steel capacity and world steel demand has narrowed and prices strengthened as a result.

This turnaround has been helped by exceptionally high demand in China. UK crude steel production reached 13.8 million tonnes in 2004, the highest since 2000. Global steel industry capacity utilisation is expected to remain high throughout 2005 with steel consumption forecast to increase by around 4%. China is expected to provide the main source of growth, although continued demand is also predicted in other emerging economies, including India, Latin America and Russia/Ukraine.

Corus is by far the largest employer, with around 50,000 employees, 24,000 based in the UK. Sites include those at Scunthorpe, Llanwern, Teeside, Shotton and Port Talbot.

AMPS

Staff members in the chemical and pharmaceutical industries are represented by the Association of Managerial & Professional Staff.

The Chemicals and Pharmaceuticals sector supports a global industry and many of the employers Amicus deals with are trans-national. The sector has continued to experience a series of mergers, amalgamations and disposals. Due to one reorganisation after another, many companies have changed hands either through merging or part of their business being sold off.

Avecia - the company are seeking to harmonise key aspects of their pension scheme arrangements prior to an attempted sale.

ABB - are also seeking to change their pension scheme arrangements (definition of final salary). Amicus has sought legal advice on an ongoing basis but unfortunately it seems there is little that can be achieved through the legal process unless it can be proven that the staff are legally entitled to a pay rise.

However, this has led to an increase in membership and Amicus is now in a position where we can demonstrate that we have more than 50% of staff in the Union and discussions are currently ongoing to establish recognition and collective bargaining rights.

BTOG

The British Transport Officers' Guild is the only trade union established exclusively for the representation of managers, engineers and other professionals in the transport industries.

Demand for public transport in London continues to grow set against an overall decline in the rest of the UK.

Bus patronage increased in London by a massive 54% over 10 years, growing from 1.16 billion passengers in 1994 to 1,782 million in 2004.

The number of kilometres served by the London Bus network grew by 32% in the same period, against the national decline of one per cent.

London Underground has also been celebrating record numbers, carrying more passengers than ever before in 2004, with 976 million passengers.

The Congestion Charge, coupled with improvements in public transport provision, allows Londoners to leave their cars at home, or do without - only 34% of the population in London has a car, compared with 47% nationally.

UKAPE

United Kingdom Association of Professional Engineers is the trade union for chartered and incorporated engineers and all professionals in engineering.

The Engineering Technology Board administer the elections for the Registrants Panel, the body that sets the fee for registration within the profession. Of the 260,000 registrants, the election turnout was 609. UKAPE met the chief officers of ETB and demanded improvements in the democratic process.

UKAPE membership is commonly individual, and numerous individual members have been assisted with workplace related problems, from selection for redundancy to bullying at work. Where this support work was formerly carried out centrally, it is now devolved to regions, with support where necessary from the UKAPE officer.

UKAPE has organised groups in Rolls Royce and MBDA, where previously a competitive situation existed in relation to MSF (and its predecessors ASTMS and TASS). The creation of the new union presents opportunities for recruitment of professional groups in engineering.

Levels of union membership amongst professional staff in the private sector remain low - and UKAPE could be a good vehicle for growth. UKAPE saw growth in Haliburton, the transnational defence and energy company, arising

from support for members resisting changes in terms and conditions of employment.

ESSA

The Electrical and Engineering Staff Association represents people working in clerical, professional, technical, supervisory and managerial roles, whatever their contractual arrangements, employed or self-employed, in the public and private sectors.

Amongst its membership ESSA represents Estates Managers in the National Health Service.

Amicus has been heavily involved in ensuring that Agenda for Change profiles for NHS Estates were robust and properly evaluated. We can now report that we have made significant advances in ensuring our members receive appropriate levels of pay under Agenda for Change.

ESSA also has responsibility for negotiating the Environmental Engineering Industry (EEI) national agreement. The past two years have been covered by a three year pay agreement, which expires at the end of this year. However, awards for students have continued to be negotiated on an annual basis. In 2005 and 2006 EESA achieved increases significantly above inflation for its student members. EESA is currently engaged in negotiations which aim to replace the grading scheme with a more relevant system.

BAeSSA

The British Aerospace Senior Staff Association represents managers and professionals at a senior level working for BAe. The most pressing challenge for our members has been the poor condition of the funds in the final salary pensions scheme.

NAFO

The National Association of Fire Officers has members in all ranks and roles within the fire services of the UK, although its members are mainly concentrated in senior roles and fire service control rooms.

The last two years have been marked by local problems associated with shift pattern changes, which affect night cover. Proposed re-organisation of fire control services have also caused concern, and there is now a Select Committee enquiry under way of the plans to regionalize control. As with many other public sector employees, fire services are threatened with detrimental changes to their pension arrangements.

PMA

The Probation Managers Association faces a challenge in dealing with the Government's plans to merge the probation and prison services into a new National Offender Management Service. There are concerns about the impact on our members of a wholesale re-organisation of responsibilities and structures. The PMA will be working with its sister Amicus association the National Association for Staff in Probation and Bail Hostels (NASPBH) and

probation members in EESA on ensuring that the merged service will not be detrimental to Amicus members.

MoD Staff Association

Amicus has members in the Ministry of Defence (MOD) and its agencies including Army Based Repair Organisation (ABRO), Defence Aviation Repair Agency (DARA), Defence Storage Distribution Agency (DSDA), Defence Logistics Organisation (DLO) and the Vehicle and Operator Services Agency (VOSA).

The industrial trade unions have agreed to amendments to the bonus scheme so that between 40% and 60% of workers will receive the payment instead of 50%. Amicus is reluctant to support this system in future pay negotiations but the MOD are keen to retain it. The MOD are currently looking for a pay deal that is less than 4 years but more than one. Informal pay meetings are now taking place to discuss these issues.

The following 12 months will be a difficult time for organising and recruiting given the anticipated redundancies of industrial workers across the MOD. However, we will endeavour to carry out recruiting and organising activities, alongside campaigning activities to avoid job cuts within the Government departments and the private sector. It is likely that we will see some increase in membership in the short term as a result of the uncertainty created by recent Government announcements.

Europe

The FPA continues to be involved in the work of Eurocadres, the European TUC federation for professional and managerial staff and one of our full-time officers holds a seat on its executive committee.

In the past two years we have assisted in the creation of a mobility network which offers advice to professionals seeking to work in other countries in the EU. Eurocadres are also developing a methodology to benchmark professional engineering qualifications across the EU. This should enhance our members' employability across Europe.

We have also contributed to written submissions on the subject of respect at work, and are participating directly in a dialogue with European employers' federations which aims to reach a Framework Agreement for this area.