

December 2018  
**Wheels**

**UR**  
UNITED ROAD  
TRANSPORT UNION  
**TU**



# Diesel Exhaust in the Workplace

Guide for trade union activists



Paul  
Partridge

**URTU Personal Injury Awards Exceed £1,000,000**

# GENERAL SECRETARY

## ‘Brexit’

I almost hesitated in commencing the General Secretary’s page in this final edition of ‘Wheels’ for 2018, in seeking to mention the dreaded ‘B’ word again! Having written on the subject twice already this year, it seems to continually occupy the airwaves whenever and wherever you turn! Unfortunately, given its magnitude for all of us, it is unavoidable. Whilst our Union has determined a neutral stance upon a second referendum, I thought I might share with you the content of a conversation that I had at a large distribution company’s bonded warehouse a couple of weeks ago. The conversation centred around a topic that I am sure was at the very forefront of many people’s minds when considering whether to vote to leave or remain in the 2016 referendum .... the cost of a packet of cigarettes!!! A little known fact that hasn’t been talked about appears to be that, if the UK leaves the EU with no deal, in other words a ‘hard Brexit’, ‘World Trade Organisation’ (‘WTO’) tariffs will automatically apply to a

packet of cigarettes, raising the cost overnight by £2 per pack of twenty cigarettes.

## ‘European Union Mobility Package’

With the UK currently leaving the European Union (‘EU’) at the end of March 2019, the irony is not lost on me that this edition of ‘Wheels’ features three separate items concerning professional drivers abroad. Whether it’s striking Iranian Professional Drivers whom live in fear of execution or eastern European Professional Drivers being forced to work under Contracts of Employment that represent exploitation at its worst, it is professional drivers Trades Unions whom will bring these matters to the attention of the authorities and Courts. Our brothers and sisters in the Dutch Trades Union Confederation (‘FNV’) have produced an excellent film of the frankly shocking practices that are being undertaken in Western Europe (*see page 7 of this edition of ‘Wheels’ to find*

*out how to view the film*). As ‘Wheels’ goes to press I have just learnt that the Dutch Supreme Court has overturned a previous ruling by their Country’s Court of Appeal, which had said that Dutch Terms and Conditions of Employment were not applicable to Hungarian professional drivers working in and from the Netherlands. This ruling makes clear that professional drivers must get the wage of the country where they carry out their work. A significant victory for international drivers and ‘FNV’, who supported the case

## Regional Officers

You can read on Page 6 of this edition of ‘Wheels’ that Mark Greaves has determined that life as a Regional Officer with our Union is not for him, having only recently accepted the position this year. Mark’s decision is not unsurprising. Anyone whom might believe that working as a full-time Union Official is ‘easy’ should think again. The job is ‘full-on’ and requires many hours each week providing the service our members deserve. If you have interests outside of work then that role can be made much more difficult. Mark has rejoined his previous employer, whom he worked for prior to becoming a Regional Officer with our Union. We wish Mark all the very best for the future.

Until next time ..... drive safely.



A handwritten signature in black ink, appearing to read 'Bob Monks'.

Bob Monks  
General Secretary



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**Cover photo:** World premiere for the new Actros (September 2018)

# In the News

## URTU PERSONAL INJURY AWARDS EXCEED **£1,000,000**

In just the first eleven months of 2018 your Union, through its Personal Injury Solicitors, has achieved settlements on behalf of URTU members totalling more than **£1 million**. Unlike external solicitors, who deduct fees from your settlement, your Union takes absolutely no commission at all. The arrangement is that:

### **100% of any settlement goes to you!**

No success fee, no hidden extras, no catch.

### **USE IT' AND 'SPREAD THE MESSAGE'**

Even though we frequently publicise the personal injury benefit, some claims are not initiated by members when they could be. As a result, the opportunity to 'right a wrong' and claim compensation for an accident or injury which was not your fault might be missed. We understand that some members may still be unaware of the benefit and that other members may be reluctant to claim because of concerns such as, anxiety about the possible effect on their future relationship with their employer, fear that they will have to pay exorbitant fees and uncertainty how the process works.

If you do have any concerns about making a claim, please call Head Office and we can try to reassure you.

Occasionally we receive correspondence from external solicitors, relating to a member's personal injury claim which has been passed to them instead of to the Union. Often such external solicitors operate on a 'no win, no fee' basis. They deduct a success fee from your settlement. In contrast, your Union takes no such commission at all.

If you utilise the Union benefit, you have the advantage of engaging the Union's expert

Personal Injury Solicitors. The arrangement is that 100% of any

settlement goes to you – no success fee, no hidden extras, no catch.



## The Personal Injury Benefit and how to claim

This benefit covers claims for personal injury, industrial disease or accidental death arising from employment, or whilst travelling to and from work.

It also includes accidents which occur away from work, but are not connected with it, which

result in an injury causing absence from work to occur. URTU has an outstanding record in handling these cases; winning compensation for hundreds of members each year.

URTU does not provide compensation from its own funds, but provides legal muscle

in advising and pursuing industrial injury compensation claims through the Court. The type of incidents dealt with ranges from simple minor cases (e.g. sprained ankle) to complex injury, and those which result in death, and industrial diseases (e.g. deafness).

### **How to claim:**

Contact Head Office on

**FREEPHONE  
0800 526 639**

and ask for a claim form.

# SMALL INCREASE IN CONTRIBUTIONS

In these difficult financial times, the URTU has limited the increase in Union contributions to 3.5 per cent. From 1<sup>st</sup> January 2019, members will find their weekly contributions rising by between just 5p and 12p a week.

	Weekly		Monthly		Quarterly		Half-Yearly		Annually	
	From	To	From	To	From	To	From	To	From	To
<b>Scale A+BF</b>	£3.45	<b>£3.57</b>	£14.94	<b>£15.46</b>	£44.84	<b>£46.40</b>	£89.70	<b>£92.83</b>	£179.39	<b>£185.66</b>
<b>Scale A</b>	£3.00	<b>£3.10</b>	£13.03	<b>£13.48</b>	£39.09	<b>£40.45</b>	£78.20	<b>£80.93</b>	£156.40	<b>£161.87</b>
<b>Part-Time</b>	£1.66	<b>£1.71</b>	£7.24	<b>£7.49</b>	£21.72	<b>£22.48</b>	£43.44	<b>£44.96</b>	£86.89	<b>£89.93</b>

For members paying their contributions through their Bank or Building Society, this increase will take effect for all payments due after the 1 January 2019. Where contributions are deducted from payroll your employer should have received notification, but would you please ensure that they are aware of the new rates. This decision to increase membership contribution rates was sanctioned by URTU's National Executive Committee. The Union continually monitors its cost base to ensure that any increase is kept to an absolute minimum.

# MATHS WORKOUT WEEK AT CLIPPER OLLERTON

In October, URTU Union Learning Rep (ULR) Damien Gill, who works at Clipper Ollerton, organised an event to coincide with Maths Workout Week. They held a maths quiz with prizes going to people who scored 100%.

There was a great uptake and four members of staff managed to get 100%.

A small presentation was done to the deserving winners and they were presented with goodie bags donated by the URTU Learning Project. These were presented to Sarah Belcher, Brandon Taylor, Jennifer Holey and Billie Chatterton.

The event was designed to try and breakdown the barriers that exist to learning, especially when it comes to maths. The more people who engage in learning the less daunting it becomes.

Damien has also managed to get over 100 members of staff interested in functional skills courses and others interested in the free Distant Learning Level 2 courses that are available.

The Maths Workout Week event is just one example of the hard work that our ULRs do to help bring learning to the membership and the Union would like to thank Damien for all the hard work he has done at Clipper Ollerton.



Left to Right:  
**Sarah Belcher, Damien Gill (URTU ULR) and Brandon Taylor**

# In the News

## NEW REGION 11 OFFICER AND REGION BOUNDARY CHANGES

URTU Regional Officer for Region 11, Mark Greaves, has decided to leave the Union's employment and Region 7 Officer, Alex Harris, has transferred to take over Region 11.

All Region 11 members can now contact Alex on 07912 215888 or alex.harris@urtu.com.

Your Union has used this opportunity to change the regional boundaries by removing Region 7 and transferring the members of that Region into the other four remaining Regions.

If, as a result of these changes, you have a new Regional Officer you will be receiving details of your new Officer, and their contact details, in the post.

The majority of Region 7 members have been transferred into Region 11 with the following exceptions:

### TRANSFERS INTO REGION 1

#### From Region 3 to Region 1

HX - HALIFAX  
CA - CARLISLE  
LA - LANCASTER  
BT - BELFAST

#### From Region 7 to Region 1

HD - HUDDERSFIELD  
ST - STAFFORD

### TRANSFERS INTO REGION 3

#### From Region 7 to Region 3

S - SHEFFIELD  
DN - DONCASTER  
WF - WAKEFIELD

### TRANSFERS INTO REGION 9

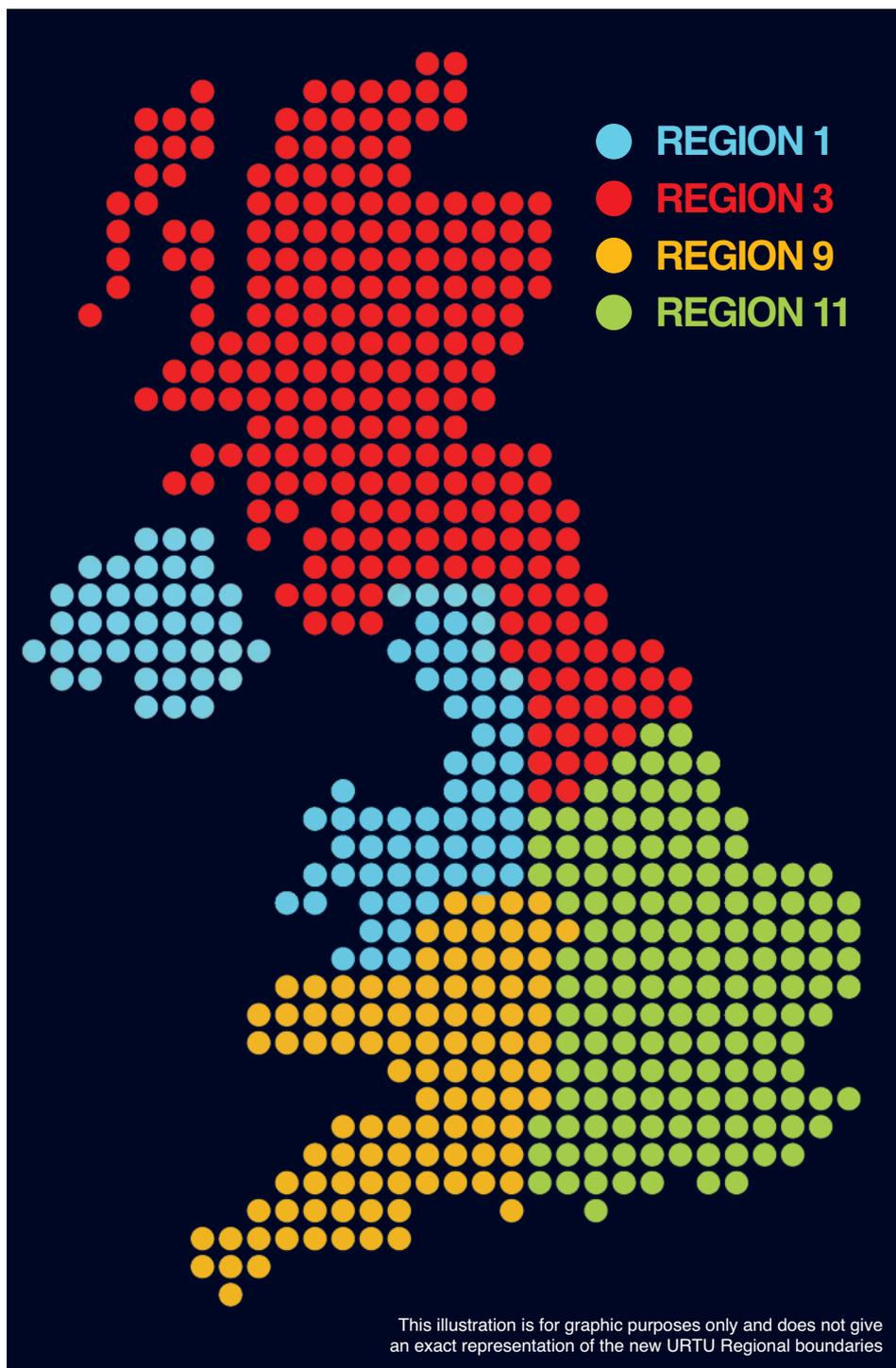
#### From Region 7 to Region 9

CV - COVENTRY  
B - BIRMINGHAM  
DE - DERBY  
LE - LEICESTER

### TRANSFERS INTO REGION 11

#### All the remaining Region 7 areas.

Please be aware that your Region is based on your branch and there may be some exceptions. If you would like to clarify which Region you are now in, please email info@urtu.com. Please remember to include you URTU membership number when emailing.



# NEW MUSCULOSKELETAL DISORDERS WEBPAGE

Work-related musculoskeletal disorders (MSDs) are one of the most commonly reported causes of work-related ill health in Great Britain. They can affect every type of business with the worst problems found in transport and logistics, construction, health & social care and agriculture sectors.

The transport and logistics sector lost 417,000 working days last year due to work-related MSDs.

The Health and Safety Executive (HSE) has published a new webpage as part of its 'Go Home Healthy' campaign containing tools and resources for managing and preventing MSDs. The case studies on this page are relevant for the transport and logistics sector. These industry examples will help URTU Health & Safety Reps in reviewing their approach to managing the risks caused by manual handling. The HSE are encouraging organisations to think differently about their approach to managing the risks caused by MSDs and to

seek the right type of help for their business. You can find the webpage on your Union's

website [www.urtu.com](http://www.urtu.com) or by visiting: <https://goo.gl/Yv1jtJ>



## EXPLOITATION ACROSS EUROPE IN ROAD TRANSPORT SUPPLY CHAIN AUTOMOTIVE INDUSTRY

Volkswagen, Porsche, BMW, Volvo and DAF are famous names in the European automotive industry. In order to keep production and distribution up to speed they use an extensive network of transport companies.

A team of trade union researchers from The Netherlands Trade Union Confederation (FNV) investigated the automotive supply chain. They discovered that the transport sector is largely based on a toxic business model.

To reduce wage costs as much as possible, drivers from Eastern Europe and even outside the European Union are used on a huge scale.

The result is social and economic crimes and drivers who fall victim to unfair competition, exploitation and degrading practices.

The automotive manufacturers close their eyes to reality to benefit from cheap labour.

The investigators spoke with many drivers of different nationalities throughout Europe. They mapped the supply chain and documented abuses.

FNV have produced a 15 minute film of the shocking story of their findings.

These big companies are asking for cheap transport. You can have cheap transport only if you are cheating the system.

The only way to cheat the system is taxes and the salary of the drivers. To watch the 15 minute video, just visit YouTube and search 'Exploitation across Europe in road transport supply chain automotive industry'. There is also a link to the video on [www.urtu.com](http://www.urtu.com)



# In the News

## URTU LEARNING PROJECT ANNUAL CONFERENCE

The URTU Learning Project's Annual Conference will be taking place in Nottingham, on 29 March 2019.

The aim of the conference is to provide new information, resources and facts around key educational areas.

The theme for the 2019 conference is 'Midlife Career Development Review'.

This will look at what is a 'Midlife Career Development Review' and the challenges faced by middle-aged workers.

It is hoped that conference delegates will come away having a clearer understanding of the challenges faced by middle-aged workers and knowledge of how to access resources in order to help them.

If you would like further information regarding this event, and how to register your place, please contact Claire O'Brien (URTU Learning Project Administrator) on 0161 486 2108 or [claire.obrien@urtu.com](mailto:claire.obrien@urtu.com).



## SUPPORTING THE IRANIAN TRUCK DRIVERS

Your Union has expressed our solidarity with truck drivers in Iran. Due to anti-labour policies of the ruling regime in Iran, they are in a very worrisome and overwhelming situation and, in 2018, there have had more than 5,800 protest movements. Truck drivers launched a series of nationwide strikes. The Iranian government used a variety of tricks to break the strike and arrested hundreds of drivers. The Attorney General of Iran threatened striking drivers with execution. Workers and drivers in Iran have no job security and no law supports them. Iranian workers are not allowed to form an independent trade union.

The most important production and economic institutions belong to the Iranian Revolutionary Guards Corps (IRGC), that exploit the workers with maximum pressure and repression. But, when workers demand their wages, they are expelled and suppressed. Many workers have not been paid for up to two years. URTU has expressed its support for the demands of the workers, drivers and the working people of Iran.

**Related article:** Iran truckers' strike spreads with international support; p19

## 2019 YEAR PLANNER

Inserted in this issue of Wheels is a URTU 2019 Year Planner. We hope this will be beneficial to you, either at home or at work. If you would like copies of the planner for a URTU Noticeboard, please email [info@urtu.com](mailto:info@urtu.com) or call FREEPHONE 0800 52 66 39.

### Year Planner 2019

Dedicated to serving the interests of workers in road haulage, distribution and logistics

UR  
TU

UNITED ROAD  
TRANSPORT UNION

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
MONDAY	1	1	1	1	1	1	1	1	1	1	1	1
TUESDAY	2	2	2	2	2	2	2	2	2	2	2	2
WEDNESDAY	3	3	3	3	3	3	3	3	3	3	3	3
THURSDAY	4	4	4	4	4	4	4	4	4	4	4	4
FRIDAY	5	5	5	5	5	5	5	5	5	5	5	5
SATURDAY	6	6	6	6	6	6	6	6	6	6	6	6
SUNDAY	7	7	7	7	7	7	7	7	7	7	7	7
MONDAY	8	8	8	8	8	8	8	8	8	8	8	8
TUESDAY	9	9	9	9	9	9	9	9	9	9	9	9
WEDNESDAY	10	10	10	10	10	10	10	10	10	10	10	10
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TUESDAY	16	16	16	16	16	16	16	16	16	16	16	16
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TUESDAY	23	23	23	23	23	23	23	23	23	23	23	23
WEDNESDAY	24	24	24	24	24	24	24	24	24	24	24	24
THURSDAY	25	25	25	25	25	25	25	25	25	25	25	25
FRIDAY	26	26	26	26	26	26	26	26	26	26	26	26
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SUNDAY	28	28	28	28	28	28	28	28	28	28	28	28
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WEDNESDAY	31	31	31	31	31	31	31	31	31	31	31	31
THURSDAY												
FRIDAY												
SATURDAY												
SUNDAY												
MONDAY												
TUESDAY												

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FREEPHONE 0800 52 66 39
[info@urtu.com](mailto:info@urtu.com)

# URTU SUPPORTS RMT IN 'KEEP THE GUARD' DISPUTE

URTU has given its solidarity and support to the National Union of Rail Maritime and Transport Workers (RMT) who is in dispute with a number of train companies over government backed plans to introduce driver only trains. Train guards are safety critical staff, vital to ensuring passengers have a safe, secure and accessible railway.

- They help passengers in the event of an emergency such as a derailment, evacuation or fire.
- They help provide security and assurance, especially for vulnerable passengers.
- They help many older and disabled passengers on and off trains and during their journey.
- They help provide expert travel advice to improve your journey.

The Secretary of State for Transport, Chris Grayling, wants to end the help they provide. He has told train companies to remove guards and introduce driver only trains.

The RMT are fighting these plans and have taken many days strike action and are suffering financial hardship. They need your practical and political help if they are going to win. The disputes are currently on Northern Rail, South Western Railways, GTR Southern and Merseyrail but, if the government win these disputes, they will want to introduce driver only trains throughout the rail network. Train guards are here to help you.

URTU is asking members to help support the RMT in their dispute.

This can be done in a number of ways including:

- Writing to your MP (using the model letter which is on both the URTU and RMT website).

- Watch and share the RMT's film 'Unguarded' at <http://bit.ly/unguardedrmt>.
- Circulate this appeal in your workplace and communities. A poster is available on the URTU website or email [info@urtu.com](mailto:info@urtu.com) if you would like copies posted to you.
- Consider a donation to their hardship fund.



## SHOP STEWARD NOTICE

We are asking all URTU shop stewards and branch officials to check that they have the **new 2019 URTU Membership Application form** before handing out application forms to potential members.

**It is easy to check you have the new 2019 application form by making sure the monthly contribution rate for Scale A+BF is £15.46**

There is a copy of the new Membership Application form on the back page of this issue of Wheels and on your Union's website, [www.urtu.com](http://www.urtu.com).

If you would like a supply of the new application forms to hand out to potential members please contact URTU Head Office on FREEPHONE 0800 52 66 39 or email [info@urtu.com](mailto:info@urtu.com).

**UNITED ROAD TRANSPORT UNION**  
 Almond House, Oak Green,  
 Stanley Green Business Park,  
 Cheadle Hulme, SK8 6QL  
 FREEPHONE 0800 526639 / 0161 486 2100



Application for Membership

Title..... First Name(s) ..... Surname .....

Address .....

This address will be used for balloting purposes

..... Postcode .....

Home Tel No ..... Mobile Tel No .....

E-mail ..... Date of birth .....

Occupation ..... Branch Ref (if known).....

Name and address of employer ..... Depot .....

Contribution Scales		Please tick against how often you wish to pay			
	Monthly	Quarterly	Half-Yearly	Annually	
(Driver) Scale A+BF	£15.46 <input checked="" type="checkbox"/>	£46.40 <input type="checkbox"/>	£92.83 <input type="checkbox"/>	£185.66 <input type="checkbox"/>	
(Non-Driver) Scale A	£13.48 <input type="checkbox"/>	£40.45 <input type="checkbox"/>	£80.93 <input type="checkbox"/>	£161.87 <input type="checkbox"/>	
Part-Time	£7.49 <input type="checkbox"/>	£22.48 <input type="checkbox"/>	£44.96 <input type="checkbox"/>	£89.93 <input type="checkbox"/>	

Notes on Contribution Scales: Driver A+BF means your membership includes participation in the URTU's Benevolent Fund, designed specifically for drivers. Part-time staff are those working less than 20 hours per week.

Are you at present / recently a member of any trade union?  Yes  No

If yes, name of union ..... Membership No .....

# In the News

## THE EU MOBILITY PACKAGE FAIR TRANSPORT ON EUROPE'S ROADS

The European Transport Federation (ETF) and affiliates, have recently signed the Vienna Declaration to set out a trade union vision for EU Mobility Package. The present situation cannot continue. Urgent improvements for the millions of professional drivers who move passengers and freight across Europe are needed. But many voices are instead calling for drivers to have less rest, spend more time away from home, and be excluded from guarantees for fair pay when working across borders.

There are risks on many fronts:

**Less rest = danger of fatigue**

**Low pay = exploitation and social dumping**

**Weekends sleeping in vehicles = shocking conditions and poor rest**

**More cabotage = unfair competition**

The EU Mobility Package is a total reform of the rules governing road transport and freight in Europe.

The Package offers a way forward. These reasonable proposals could easily be implemented, and would set up a European Union road transport market where fair competition and decent working conditions are the norm.

The ETF's vision for a fair EU Mobility Package covers the following eight areas:

### A DECENT NIGHT'S SLEEP FOR DRIVERS

A set of mandatory rest conditions for professional drivers, and a total ban on spending the normal weekly rest period in a vehicle. Freedom for drivers to choose whether they spend their daily and reduced weekly rest periods in the vehicle.

### A RIGHT TO FAMILY LIFE

International drivers should be guaranteed a return to their home country at least every three weeks.

### SAFETY FOR ALL ROAD USERS

Europe needs no further flexibility on driving and rest time rules. The Commission suggests loosening these rules, but we must protect drivers, passengers and other road users from the dangers of fatigue on the road. Tiredness kills!

### THE SAME PAY FOR THE SAME WORK IN THE SAME PLACE

To prevent social dumping and wage discrimination based on nationality, mobile workers should be paid at the rates of the country hosting their activity. Exemptions from posting rules in road transport must be limited.

### AN END TO LETTER BOX COMPANIES

The ETF fully support the regular return of the vehicle, at least every three weeks, to the country where the transport company is established.

### FAIR LIMITS ON CABOTAGE

Using a vehicle for work inside another EU state should be to avoid empty runs, not to distort markets and undercut local businesses. Cabotage must be of a short duration, performed on the way back to the operator's country.

### MODERN ENFORCEMENT OF MODERN RULES

We need to shift from paper-based to digital evidence and documentation, with an immediate introduction of the smart tachograph in all vehicles.

### SOCIAL SECURITY FOR ALL

Every bus, coach and truck driver should be covered by the social security system of the Member State where (s)he usually works. Every driver should also have an EU social security number, to ensure access to aid and benefits and make cross-border controls easier.

# LEARNING WORKSHOPS 2019

URTU's Learning Project is running three workshops during January and February 2019 covering 'Confidence in the Workplace' and 'Mental Health Awareness'.

## Confidence in the Workplace

**11 January 2019**

Lysaght Centre, Newport

Aspects covered in this one-day workshop include:

- Planning for your voice and ideas to be heard.
- Know your audience.
- First Impressions.
- Presenting yourself from 'the walk to the talk'.
- Listening – and learning from it.

## Mental Health Awareness

**8 February 2019**

Communitas, Northampton

**14 February 2019**

Lysaght Centre, Newport

Aspects covered in these one-day workshops include:

- Define mental health.
- Identify what influences mental health.
- Identify the discrimination that people with mental health problems face in the workplace.
- Understand the law that covers mental health.
- Explore specific challenges in the transport / logistics sector impact on workers' mental health.
- Identify ways to work with employers to improve mental health policies in the workplace.
- Explore what support is available for workers with mental health issues.

If you would like further information regarding this event, and how to register your place, please contact Claire O'Brien (URTU Learning Project Administrator) on 0161 486 2108 or [claire.obrien@urtu.com](mailto:claire.obrien@urtu.com).

# TRAINING COURSES 2019

Your Union is running training courses for Shop Stewards, Health & Safety Reps and Union Learning Reps throughout 2019 at Ruskin College in Oxford.

JANUARY 2019	APRIL 2019	MAY 2019	JUNE 2019
14 - 18 January	8 - 12 April	13 - 17 May	3 - 7 June
Basic Shop Steward	Advanced Shop Steward	Advanced Health & Safety	Advanced Shop Steward

Please note that you need to be a URTU Lay Official to attend any of the URTU courses. If you are not a Lay Official, please contact your URTU Regional Officer to find out how you can get involved by becoming a URTU Shop Steward, Health & Safety Rep or Union Learning Rep.

# Diesel Exhaust in the Guide for trade union activists

**Diesel Exhaust Emissions are a major workplace hazard. Although most of us are exposed to diesel exhaust during our journeys to work, some groups of people, including many URTU members, have very high exposures and it is becoming a significant health problem. Diesel engine exhaust emissions is now one of the biggest workplace killers after asbestos. This guidance is intended to help URTU health and safety representatives get the health risks from diesel exhaust exposure to be controlled in the workplace.**

## What and where is diesel exhaust?

Diesel engine exhaust emissions are a mixture of hundreds of different compounds produced by engines using diesel as fuel. Over 20 chemicals known or suspected of causing cancer have been found in diesel exhaust.

Some of these emissions are a gas and others are tiny dust particles. The gases include common ones you can find in ordinary air like carbon dioxide, nitrogen and oxygen but also more toxic ones such as formaldehyde, benzene and toluene. The main component of the dust particles is two kinds of carbon (organic and elemental, also known as black carbon) although there are lots of other very tiny particles.

Older engines are also likely to have far higher levels of particles than newer ones. The newer diesel engines are therefore considered to be much safer than older ones but that is not necessarily the case.

Diesel exhaust is not only produced by motor vehicles but also by ships, many trains and anywhere there is a diesel engine, such as a generator or pump.

Most of the publicity given to the dangers of diesel exhaust is about the levels in towns and cities caused by traffic, but many workers can face additional high exposure because of their occupation.

Those most at risk include professional drivers, including buses, trains, lorries, fork lifts, tractors and cars, those who work in warehouses.

Therefore URTU members are at significant risk. Other areas of risk include garages, construction workers, seafarers, underground workers, maintenance workers, and anyone who is in an enclosed space near a diesel engine, such as administrative staff. People who work outdoors on busy streets or in buildings next to a road or railway may also be at risk.

## Health problems

Diesel exhaust is a carcinogen. That is a chemical known to cause cancer. The international body that classed it as a carcinogen said that people, such as lorry drivers, who are regularly exposed to diesel exhaust fumes at work can be up to 40 per cent more likely to develop lung cancer.

Even the most conservative estimates show that prolonged exposure to diesel exhaust is responsible for around 800 cases of bladder and lung cancer every year leading to 650 deaths, although the total may be even higher. However, cancer is not the only risk as diesel exhaust can also increase the risk of other lung diseases and heart failure. The very small particles penetrate deeply into lung tissue and damage it, causing premature death in extreme cases.

Inhalation of such particles may also cause or worsen respiratory diseases, such as emphysema or bronchitis, or may aggravate existing heart disease. This means the actual death toll is likely to be considerably higher than that reported. Among the other long-term health problems is decreased cognitive function in older men.

Short-term exposure to high concentrations of diesel exhaust and diesel particulate matter can result in dizziness, headaches, breathing problems and eye, nose and throat irritation.

## The law

The Health and Safety at Work Act says that all employers must make a "suitable and sufficient assessment" of the risks to health from anything in the workplace. After the risk assessment is done, the employer has to take any necessary steps to prevent or adequately control exposure to any hazards.

Diesel Exhaust is considered by the HSE to be a 'substance hazardous to health' under the Control of Substances Hazardous to Health (COSHH) Regulations. So, the employer must include in any risk assessment the likelihood of exposure, who would be effected, and how it can be avoided.

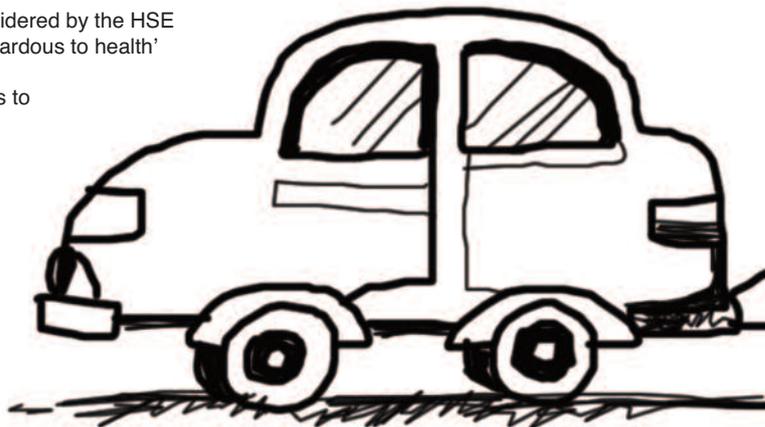
The Approved Code of Practice to COSHH recommends an active precautionary policy of prevention and control for those substances that are suspected of being carcinogenic and employers should have a system for identifying these substances.

For a lot of chemicals there are legally binding limit values, but there is no limit value for diesel exhaust. There are limits for some of the chemicals that are found in diesel exhaust, but usually these limits are at levels well above those likely to be found in diesel exhaust. This shows one of the problems with managing diesel exhaust in the workplace as it is the mixture of all the chemicals which is causing the health problems. But, the current regulations only cover the individual chemicals on their own. However, the bottom line is that the employer must seek to remove the production of any diesel exhaust fumes in the workplace or, if that is not possible, to control it as far as is 'reasonably practical'.

UK and EU safety regulations still do not recognise diesel exhaust as a definite carcinogen, although the European Commission agreed to do so and are proposing to add it to the chemicals covered by the Carcinogens and Mutagens Directive.

However, under COSHH, employers still have a legal duty to reduce exposure as far as is reasonably practical and should do that using what is called the 'hierarchy of control'. This means they must start by looking at whether exposure can be prevented by not using the substance, by changing the process or substituting it for something else.

Only if that is not possible should they look at things like engineering controls, ventilation and, as a last resort, personal protective equipment,



# Workplace

such as breathing apparatus. COSHH also details the extra measures required to deal with carcinogens. Even if diesel exhaust is not yet considered a definite carcinogen in the UK, it is likely to contain chemicals that are listed as a carcinogen under the regulations, so employers should follow the regulations.

Regulation 7(5) states that where it is not reasonably practicable to prevent exposure to a carcinogen the employer also has to take additional measures.

## Exposure limits

Some countries have legal exposure limits for diesel exhaust. The European Commission is considering one of 0.05 mg/m<sup>3</sup> for elemental carbon. But this exposure limit is not adequate and would continue to see people die through diesel exhaust.

## What employers should be doing

### Prevention and control

If there is diesel exhaust in the workplace then the first step is risk assessment. If that shows there is a problem then the employer must act. Often the solutions are very simple. The HSE has published good practical advice on removing diesel exhaust emissions in the workplace. It emphasises the importance of preventing exposure. This is best done by looking at safer alternatives such as battery powered vehicles or compressed natural gas.



This is not always possible but there are other ways to prevent exposure. For example, often the engine or exhaust system does not need to be inside the workplace.

If removing exposure is not possible then it can be reduced. In many workplaces, very simple measures can make a major difference. Diesel exhaust can be reduced by replacing older engines with more efficient ones. Often just keeping doors and windows open help solve the problem, so long as it means workers are not exposed to the cold in winter.

Also, little changes to working practices can help. For example, the employer can prohibit unnecessary idling or lugging of engines or designate strict off-limit areas for diesel engine operation.

However, employers may also have to look at engineering controls like better preventive maintenance for machinery that uses diesel engines, using cleaner-burning engines, providing equipment that supply filtered air in cabs, or installing ventilation systems. In some circumstances the employer may ask workers to wear protective equipment, such as dust masks. These must only be used as a last resort, but any masks must be fit for purpose and stop both the gases and dust while also being comfortable to wear. Most face masks do not protect against diesel exhaust.

### Measuring exposure

Because diesel exhaust is a whole range of chemicals that can vary depending of the situation, there is no one test that will tell you exactly what the levels are. The simplest test is if you can see or smell diesel exhaust in the workplace, then you have a problem. Diesel exhaust can be either blue, black or white depending on the situation. But, if you can see blue or black fumes, there is a problem with the exhaust or the ventilation system and your employer should get proper testing done. Employers can use very different measures so, if there is any doubt, make sure that the employer is using someone who is competent, such as an occupational hygienist. Health and safety representatives may also consider asking for health surveillance of employees if there are concerns over members' health, such as several workers reporting breathing problems, headaches or eye, throat and nose irritation.

### Environmental exposure

For some workers the exposure happens outside the workplace. This is a particular problem for drivers, couriers and people who spend a lot of time on busy roads, such

as parking control officers, toll collectors or street cleaners.

Employers often say that there is nothing they can do to prevent this exposure. That is not true. They can look at working practices to see if they can be altered to reduce levels of exposure. Examples of simple adjustments are changing routes for drivers, so they do not have to travel on the most polluted roads, and ensuring that anyone working in a busy street only does it for a limited time. That can be done by changing rota systems.

Employers can also install air monitors in cars or cabs. Even when there are cab filters, if the door is frequently opened and closed, there can still be a lot of pollution inside the cab.

## Checklist for URTU Representatives

- Have you asked to see the employer's risk assessments on diesel exhaust?
- Are the risk assessments adequate?
- Are the control measures proposed all in place and followed?
- Are there procedures in place for monitoring the effectiveness of the measures, and is there air monitoring in place?
- Do you receive reports from any monitoring?
- Is there a regular testing and maintenance regime for all engines and extraction equipment?
- Are staff given information and training on the risks of diesel fuel, including advice on not eating and smoking in areas where there may be exposure, washing hands and face before eating and changing clothes after work?
- Remember if you can see it or smell it - sort it!

Information provided in this article includes extracts from 'Diesel exhaust in the workplace - A TUC guide for trade union activists'. The full guide, along with booklets from the Health and Safety Executive on diesel exhaust, are available on your Union's website [www.urtu.com](http://www.urtu.com).

## ■ FTX Logistics Ltd. ■



FTX Logistics Ltd has a PFI contract with the Ministry of Defence. Within the contract FTX Logistics provides the MoD with a fleet of 92 Heavy Equipment Transporters (HET). HET provides the British Army's heavy lift capability across the UK and on main land Europe. FTX Logistics also provides the Army with one third of the manpower to deliver this service.

### Positions available

**C+E DRIVERS** who want the opportunity to drive and operate one of the largest truck and trailer combinations on the road mixed with commercial driving local to your home address.

**HGV MECHANICS** to work at one of our two sites in the UK, Bulford Wiltshire and Catterick North Yorkshire.

All Driver Operators and Mechanics have a Sponsored Reservist commitment.

### Key points

- Commercial driving in your local area.
- HET work across the UK and Europe.
- You must be eligible to become a Sponsored Reservist.
- Very competitive salary based on average 48 hour week.
- Additional pay supplements are available.
- Download an application form on our web site

For further information visit our web site [www.ftxlog.com](http://www.ftxlog.com)

Call on 01980667119

E mail [philmitchell@ftxlog.com](mailto:philmitchell@ftxlog.com)



# GENERAL DATA PROTECTION REGULATION (GDPR)

Guidance to URTU  
Branch Representatives  
(Updated December 2018)

# REVIEW

It is now more than six months since the introduction of GDPR on 25 May 2018.

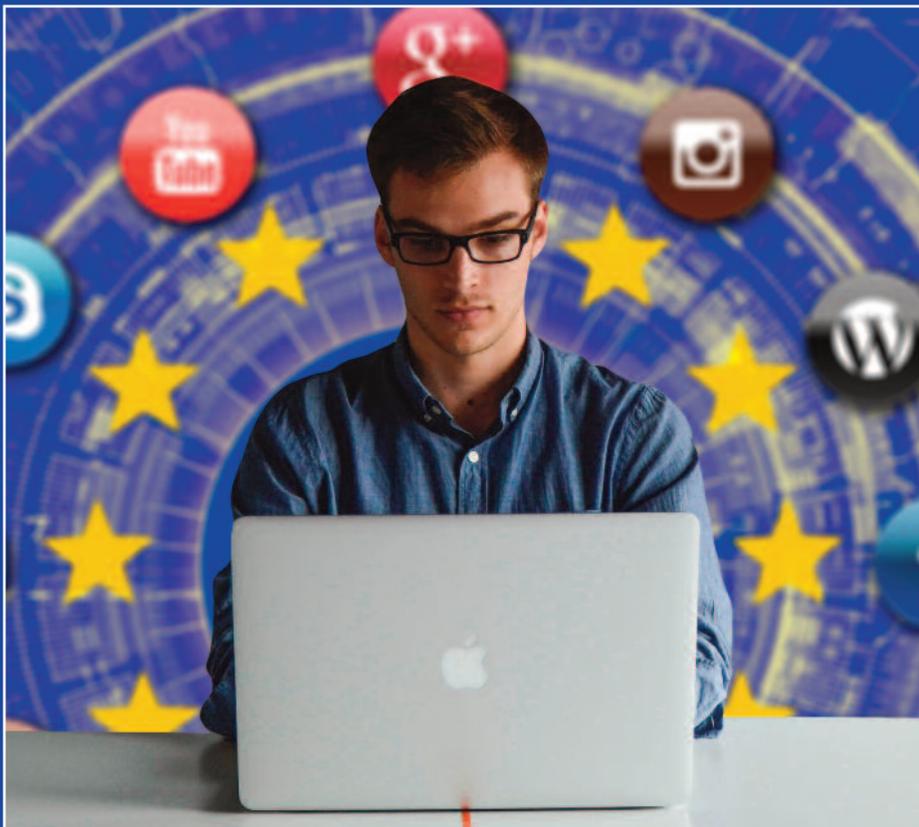
We have all been required to adapt to the stricter legislation enshrined in the GDPR and apply it on a day to day basis. No matter how much training and guidance is given, there will often be no substitute for practical experience and the value of 'learning as you go along'. Six months into GDPR now represents an opportune time

for our Union to update its guidance to you, detailed originally in the June issue of 'Wheels'. Our original guidance to representatives is repeated. It is still highly relevant in your role as Representatives of our Union, in which you are acting as agents on behalf of the Union and applying Union policies. Future Union run Shop Stewards' courses will include a session on GDPR.

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## NEW AREAS TO WATCH

- GDPR should not be perceived as a 'back office, administrative function'. It involves a wider responsibility, particularly in a Trade Union, which processes sensitive data on a large scale. Representatives have to be able to manage data securely, mitigate the risk of a data breach, recognise a data breach, and know what to do when they come across a data breach.
- GDPR could be used (justifiably) by an employer against an employee. Therefore it is important that personal data which is your responsibility as a Representative is kept secure. It is not unreasonable to ask your employer to provide you with secure storage facilities and secure disposal facilities. This would ensure that both they and you are complying with your respective responsibilities under GDPR.
- GDPR could be used (unjustifiably) by an employer against a member. It could be used as an excuse to target a member or a grouping. It could be also used incorrectly, when another law would be more appropriate.
- GDPR could be used by a member (or group of members) against a company which is not complying with its responsibilities under GDPR.
- Care should be taken with lists. It is not advisable to display lists of members or non-members publically. Lists of non-members particularly are not permitted without express consent. Publically available lists could be used to identify individuals and groupings, who might or might not be members of a Union. Publicising new members (with the consent of the individuals) and new membership recruitment are permitted, but we reiterate that you must always take care with lists.



## ADMINISTRATIVE ISSUES

- We are still receiving out of date Union 'Applications for Membership'. Please could you destroy all out of date application forms and replace them with the new form, which is easily distinguishable by its 'consent' paragraph. Out of date forms cannot be accepted. Up to date forms can be downloaded from our website or by contacting Head Office.
- We are still receiving out of date 'Personal Injury Claim Forms'. Please destroy all out of date forms and contact Head Office if you do not have the current forms. The new form has a specific consent paragraph 9 in its 'Terms and Conditions' and fewer personal details.

# BACKGROUND

On 25 May 2018, Data Protection laws in the UK were strengthened by the implementation of the GDPR. GDPR automatically came into force across all EU member states from that date. The UK is required to comply with GDPR, despite its forthcoming 'Brexit'. Until 25 May 2018, Data Protection legislation in the UK was covered by the Data Protection Act 1998. However,

since 1998 there have been significant changes in information technology and individuals' exposure to it. An overhaul of data protection laws has therefore long been overdue. Data Protection is supervised and enforced by the Information Commissioner's Office (ICO), which has been given greater regulatory powers under GDPR.

## WHAT IS PERSONAL DATA?

*Any information relating to an identified or identifiable natural person (data subject); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person*

**The General Data Protection Regulation**  
A practical guide for trade unionists (Labour  
Research Department Booklets)



## HOW THIS AFFECTS BRANCH REPS

Under the GDPR, all organisations which hold personal data are required to review and strengthen their Data Protection procedures.

As Branch Representatives, you are in a unique and valued role, effectively being unpaid volunteers who act for and on behalf of the Union. Although you are volunteers, you are still subject to the Union's Data Protection obligations. You are in the privileged position of being the recipient and custodian of members 'personal data'. The change in the law represents an opportunity to give you some practical guidance to help you in your role in handling 'personal data'. Most of the guidance will be what you already do, but it is useful - and essential - to re-visit the processes you utilise while acting for and on our Union's behalf.

## LEGITIMATE ACTIVITIES VERSUS CONSENT

'Legitimate activities' of our Union – such as normal trade union activities when acting as a Branch Representative – permit the use of individuals' personal data to fulfil your role, without the need for express consent from the individuals. This consent is derived from signing an application form to be a Member. In other cases, you may need to consider obtaining consent.

## IN SUMMARY

Our Union does not want you to worry about the change in legislation. In most cases, it should not be causing you significant additional work, nor drastically altering the way you do things. Nevertheless, it is beneficial and mandatory for our Union to re-examine its procedures, to give notification of the change in legislation, and to issue guidance.

# SUGGESTIONS AND GUIDANCE

- Do not use old application forms. New forms are available from Head Office.
- Avoid passing individuals' personal data on to any third party without the individuals' express consent.
- If you have been given specific consent in relation to forwarding data to third parties, it would be advisable to document it.
- Keep personal data physically secure – in the workplace, in vehicles, on public transport, in public places, and at home. Anyone could stumble across or seize unsecured personal data in any of those locations.
- Encryption of IT (laptops, pen drivers etc) is recommended.
- Do not leave paper files, laptops or pen drivers on desks or in unlocked cupboards or drawers.
- Securely destroy old data and files no longer in use, unless there is a sound reason to retain it (e.g. some legal cases).
- Old branch lists should be destroyed, as they soon become out of date.
- Once the purpose for obtaining personal data has been achieved, it is advisable to destroy the documents without delay. Our Union has updated its policies for destruction of members' personal data, which depends upon the nature and purpose of the information being held. Should you need to retain personal data, you are advised to document the reason why on the file.

## EMAIL ADVICE

- Be vigilant when attaching names or personal data to emails.
- Restrict and consider who is being copied into emails.
- Use 'bcc', rather than 'cc', when sending data to groups. Note that an e-mail address can identify a person.
- Avoid sending personal data in the main body of the email. Use attachments.
- Avoid sending e-mails relating to a new topic, but containing old e-mail data (new subject = new email).
- Mark personal data or correspondence (whether it is being retained or forwarded) as 'private and confidential', where possible.
- Be wary of personal data contained in long email trails.
- Delete old emails.
- Where possible, password protect attachments.
- Ensure you are able to open password protected files.
- Avoid shared e-mail addresses.
- Where possible, avoid workplace email addresses.
- Where possible, avoid public wi-fi addresses.

## PERSONAL DATA BREACH

A personal data breach is defined as *'a breach of security leading to the accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data transmitted, stored or otherwise processed'*. If there has been a 'personal data breach', you are required to contact the Union's Head Office immediately, and ask for the Data Protection Officer. If you are in any doubt, please do not hesitate to call for advice. There are strict regulations and mandatory timescales (72 hours to notify the ICO, even if it covers a weekend) for reporting breaches to the Information Commissioner. The Union is also required to maintain a Register of Personal Data Breaches as part of this process.

**Disclaimer: This General Data Protection Regulation Information leaflet is for general informative purposes only. It is not intended to, nor does it, constitute formal legal advice. Please contact [info@urtu.com](mailto:info@urtu.com) if you have any questions regarding the General Data Protection Regulation.**

# Special Report

## IRAN TRUCKERS' STRIKE SPREADS WITH INTERNATIONAL SUPPORT

Since the end of last year, the people of Iran have been protesting against the corrupt regime. People initially protesting against the general issues that affected most of the population, such as the Iranian regime's mismanagement of the country's economy and resources. However, as time has gone on, the protests have become more and more specific and different sectors of society have been highlighting issues that personally affect them. Economic crisis and social upheaval have hit truck drivers.

Increased prices of truck tyres and other parts are among the major concerns of striking truckers who demand being provided with truck tyres at subsidised prices. According to truck drivers, they have very low livelihood due to low fares compared to the high cost of freight transportation of goods and the high cost of buying spare parts and tyres.

The shortage of subsidised foreign currency for importing truck tyres has led to a truck tyre black market. In addition to that, the tax department has also been pressing the drivers by imposing new taxes. Drivers have repeatedly demanded a change of the corrupt management of Iran's Road Maintenance and Transportation Organisation but the regime authorities, due to anti-labour policies, denounced the drivers and took suppressive measures against them.

Truck drivers, who number in the hundreds of thousands, have held a series of nationwide strikes, with one of them lasting 21 days, covering 31 provinces and more than 300 cities.

Reports indicate that the effects of the strike have been profound. Hundreds of gas stations and many factories throughout the country are closed as gas and materials for production have no longer been transported by the truckers.

According to a report by the National Council of Resistance of Iran (NCRI), drivers have shut down cargo terminals and refused to load goods while chanting, "Do not be afraid, we are all together."

Many cargo terminals across the country and in the border areas are semi-closed and inactive.

The government used a variety of tricks to try and break the strikes and arrested hundreds of drivers. The Attorney General of Iran threatened striking drivers to execution and

has requested execution for 17 of the arrested drivers in the city of Qazvin. Despite the Iranian regime's suppressive measures, including harassment, arrests, and executions - announced by the Supreme Leader Khamenei's chief prosecutor, General Montazeri - the nationwide strike of the heavy vehicles, oil tankers, and other truck-drivers continues and has intensified in different cities in Iran.

The regime is denouncing the drivers. Montazeri said, "According to the information we have, in some routes, some of the cities, there are elements who are provoking some of the truckers, or possibly blocking them and creating problems for them. They are subject to the rules and regulations of banditry and the punishment of the bandits, according to the law is very severe, sometimes resulting

in the death penalty."

We call on all labour organisations to condemn trampling of the workers' basic rights and to demand the ruling dictatorship the quick and unconditional release of all truck drivers who were arrested during strikes, to respect the basic rights of truckers and to adhere to all international labour laws. We express our support for the demands of the drivers and the working people of Iran and urge all labour unions to rush to assist their colleagues in Iran and to support their demands to their rightful demands, however, they can.

**Hassan Mahmoudi is a human rights advocate, specialising in political and economic issues relating to Iran and the Middle East.**



# Letters

## SENIOR DRIVERS

I need to bring to your attention the attitude of senior drivers after September 2019, due to the CPC renewal date.

I work as a part time LGV driver and, like all the post retirement truckers I have spoken to, am very much against going through another five days of attending meaningless modules and having to pay for them.

The first sessions were at my company's offices and were paid for by them as I was working full time just before my retirement. We were actually teaching the teachers about the job of trucking and spent most of the sessions watching films or playing cards.

I now work for an agency and if I want to renew my CPC, I will have to pay for it, as will most of the other retiree drivers I have contact with both socially and at work. After almost 50 years behind the wheel, we object strongly on having to pay another tax to continue working into our retirement, as if an annual medical isn't enough (I do agree with the medical though).

Look in any lorry cab, and you will almost invariably see a silver haired guy driving it.

Transport cafes look like an old folks outing! If us old part timers all refuse to go through another CPC course and, therefore, have to finish work, there will be several thousand less highly skilled and experienced drivers available for those shifts that the younger drivers are unwilling to do due to their family commitments. May we ask you, and other unions, to lobby parliament to exclude us post retirement LGV drivers from having to renew our CPCs on the grandfather rights basis, as so much experience must count far more than five wasted days of going over rules that we have been abiding to for twice as long as the people who are teaching us.

My management CPC, which I did study for in 1980, is still current and relevant, even though I took it 38 years ago and so many regulations have changed in this period of Brussels' rulings. So why do we need to do the five year CPC drivers modules?

Although I am approaching 70 years of age, I do enjoy the odd shifts on the road and the ease of driving the latest trucks, with all the mod cons they now have. Drivers are now, at

last, becoming respected and not like the pond life attitude we had to put up with in the past.

Also, I may add, the unions will be losing many thousands of members in September 2019, something that may help push you to consider lobbying the government?

**Paul Goodhind**  
By email

September 2019						
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drivercpc

## PENALTY CHARGE

I've just read Vinny Schoepe's 'Penalty Charge' letter on page 15 of the October 2018 issue of Wheels, regarding him receiving a notice of trespass stating that he needed to pay a fine within a certain time.

This is how it works with private companies. If you receive the notice DO NOT REPLY! If you do you are entering due process of law and admitting liability. They will send you letters probably with increasing fines and threats of court, bailiffs etc. Ignore all correspondence. Eventually they give up.

This happened to me about six years ago. I never

answered their letters and never paid.

I got all this information from a friend who is a traffic warden (or traffic wobble as he is affectionately known). Legal penalty notices have an offence code, private ones don't.

Also, on the subject of trespass, if you have a valid reason for being on the premises, for a delivery or collection, then you cannot be trespassing. Hope this helps clarify a few points.

**Jerry Slater**  
By email



# UNION SAFETY REP

I would like to say a huge thank you to all at URTU.

I was an active member and a safety representative when working as a driver at Hovis Martland Mill, Wigan. Through this role I was able to influence a significant amount of change with the full backing of the union membership.

I was later asked to take over as Health and Safety Coordinator at Hovis Bradford, but remained a Union member throughout. Again, with help from the Union and management alike, I was able to bring about transformational change and together we achieved the RoSPA Gold award for four years running. Far more importantly, we brought in changes that made

the workplace more pleasant and significantly safer.

Just under five years ago, I left Hovis to become the Group Safety and Environment Manager for the UK's largest tomato grower. I look after nine sites (soon to be 10) with over a 1,000 people. The principles of care and



understanding and the techniques I developed as a safety representative have helped me to draw together all my experiences to succeed in this role and with this fabulous family business. It is with regret that I am now leaving the Union but believe this is the right decision. I have not been in the transport industry for nearly five years.

I wish the URTU the best in all its work. I would encourage anyone to put their name forward as a Union Safety Representative. The potential for change is enormous and the impact on the safety of all cannot be understated.

**Gary Swayne**  
By email

# GREAT SERVICE TO ME

I have been a member for over 20 years and, in that time, have had the benefit of being able to use your services, both as a driver and a driver representative.

I came out of the Army in 1973 and went straight into HGV driving and have done so right up to November 2018. I will be 70 years old in January and have decided it is time to take it easy.

I have seen some changes over the years, some good and some not so good, especially drivers' attitudes to other drivers off and on the road. The older drivers will know what I am

talking about when I say the old ways were a lot better. Drivers helped each other out and had time for a good chinwag over a cup of tea. Now everyone is governed by delivery times, silly rules and the Drivers CPC doesn't help. Drivers facilities were a lot better then. Now they are few and far between, especially if you use the services.

The URTU has been of great service to me and helped me out when I had a couple of nasty accidents (not on the road by the way) - not bad in over 45 years of driving.

I would like to thank URTU National Officer, Mr

Brian Hart, who helped me out and gave me some very good advice when I was acting as a Drivers Rep. Also, Towns Needham Solicitors, who have represented me on a couple of occasions.

Last, but not least, I wish every driver on the road safe driving and my best wishes. Take care each and everyone of you.

All the very best.

**Alan Davies**  
By email

# REDUNDANCY

I have taken voluntary redundancy. It has been a very difficult year dealing with problematic management after an personal injury suffered at work.

I would like to take this opportunity to thank the shop stewards and my URTU Regional Officer, Chris Dubber.

I sat in meetings with Chris, managers and HR officers from every level and to witness the way he left them struggling to cope with the situations, unable to

answer questions, stumbling over replies and basically doing what managers do best.

It has been worth every penny of 20 years Union subscriptions to have seen him at his best.

So remember, if you have a grievance, do not keep it to yourself. Thanks again Chris.

**Paul Mac**  
By email



**Let us know your views on the matters that affect our industry. We will try to include as many of your letters in future Wheels.**

Email [info@urtu.com](mailto:info@urtu.com) or write to **Wheels, Almond House, Oak Green, Stanley Green Business Park, Cheadle Hulme, SK8 6QL**



# Paul Partridge

Paul is a driver for Wincanton Magor, where he is URTU Shop Steward, Health & Safety Rep and Union Learning Rep.

**Q What made you decide that you wanted to enter back into education?**

I was aware of the need for further knowledge in order to become a better shop steward and become more aware of business systems and other skills needed, like Information Technology (IT).

**Q Why did you choose the course that you did?**

I was aware that my work colleague, Francisco (who appeared in Q&A in the December 2017 issue of Wheels magazine) is highly trained in most areas of logistics, due to his previous employment. His knowledge and understanding of business exceeded that of many employed in roles involving transport operation, health and safety and business in general.

His ability to focus on necessary change and his 'gentleman approach', meant he was able to achieve right and proper change on certain things. This was inspiring.

I knew it would take many years for me to get close to his vast experience but I felt that this should not deter me from making a start, despite my age.

My primary concern was to do an IT course. An IT course appeared on the list of five courses available through the URTU Learning Project. I spoke to Kevin Ashby, who was the Union Learning Rep (ULR) at the time. Unfortunately, the IT course was oversubscribed. Having missed the boat on the IT course, I felt that the best way forward was to improve my knowledge of business in general. So I enrolled on the Level 2 Certificate in Principles of Business Administration.

**Q Would you have chosen a different course given the chance again?**

As I said, my priority is IT. Fortunately, I have now been able to register on an IT course that is being organised by the URTU Learning Project in my workplace. The nature of the course is different in that it is onsite rather than my previous experience of distance learning.

**Q What barriers have you faced and how have you overcome them?**

Time, time and time. I had an academic career before, so I was used to putting pen to paper, however, there were times I hated the course. But I quickly realised it was because of the time pressure.

Sometimes I would learn something new, like what a franking machine does, and I would research it on the net. I really enjoyed finding out what others seem to take for granted.

Another barrier was how much to write. Having not answered questions for years, I did not know how much detail to put in and often went off track. Out of three workbooks there were two units in each with a range of 12 to 24 questions on each unit. I only had to re-answer six questions, which was a good exercise in seeing how easy it is not to focus on what is asked. It is all basic skills, but skills all the same. You use them or lose them as they say.

**Q What have you discovered about yourself whilst doing the course?**

I have been lazy (about re-educating). You do have to get up and get on with new things to see how lazy you are or have been. And doors open immediately when you have new knowledge. You can, will and do make a difference when you are able to speak with knowledge.

Office practice and things like accuracy and proper record keeping, not to mention the express need of confidentiality, have been some of the things I have been able to contribute to with knowledge. This improvement in ability makes you feel great about playing your part. However, colleague resistance can make things frustrating and diplomacy in guiding higher standards is essential. Don't alienate people. You never know when you may need them. But also don't be afraid to deliver the truth on appropriateness for people to deal with. I am in a better place and able to do this as a result of the course.

**Q Has the course helped build your confidence?**

Yes, this more than knowledge. Confidence comes from being able to communicate from a



A good example is (don't laugh) when I recently discovered copy and paste. For years I could not work out how it was possible to move stuff from one programme or document to another. Importantly, people did not understand my questioning about how to move things on a computer because how do you ask about something you did not know exists? One day, I was talked through something different using copy and paste and the penny dropped. For days I felt on top of the world about what was possible with this simple computer tool.

I'm sure many will laugh but true happiness comes in small packages and I still get a kick out of my new find each time I use it. Once on the IT course, I am hoping many more 'Ahhh Haaa' moments will come my way. And it's all down to the URTU Learning Project.

**What advice would you give to anyone who is thinking about going back into education?**

Do it, do it now, don't let it defeat you, and then get help. Ask, ask and ask again. I am awash with those that think they can't or they will look stupid if they fail. Failing is the single greatest way we teach ourselves not to fail and failing many times is

often necessary to succeed. Find me someone who can thread a needle first time and I will show you someone who has learnt nothing. Threading a needle with cotton is only as successful as the number of times you fail. Feel the fear and do it anyway. There will be fear, but without it there will be no true gain.

Above all, get up and start yesterday! If you feel that life has become a drudge, then do something different. Stick at it and see where it takes you. But if you start, always finish. A start without a finish is exactly that. A finish is a personal triumph! Never allow yourself to keep you from your own battles, your own quests or your own triumphs.

As a friend once said to me, "Love a lot, trust a few, but always paddle your own canoe!" Thanks goes to Glynn.

Thanks also to Francisco (The Business Guru), for the inspiration, and to all the staff at URTU and the Learning Project Team, without which I would have done more mileage driving but had less impact on those that needed my support when they least expected it! And if you have read this, get up and go fulfil one of your dreams, even if it is a little one.

Don't let a bad school experience or age or anything get in your way.

Try, try and try again!

strong point of view. That only comes from knowledge and that comes from education.

Some guys I work with lack confidence and trust in their own ability. But, I gently urge and shove them to have a go at every opportunity. What have you got to lose?

If you have a hundred questions, put all your concentration and focus into question one. That leads to question two. You know the rest, but it's focusing on the hundred, not one at a time, that nearly defeated me. The rest is graft and enough time to do, check and check again. This course was a life step change after 15 years out of anything academic.

**What are the worst bits about going back to education?**

Time and finding quiet. You need the time. If you take on something you must start immediately and chip away. I occasionally left gaps of doing nothing, which I regret. Set a target of a question or two by Friday or four by Sunday night. That sort of thing sets a challenge which motivates you when you beat the target. With a family, finding quiet is hard. I did go to a library a couple of times on a Saturday and found some time in breaks at work. Whatever you do, if in doubt, sit down and start a question before you waste time thinking about doing it!

**What are the best bits about going back into education?**

My learning has enabled me to tackle critical issues more efficiently and it has given me self-respect, confidence as mentioned and a feeling of being able to make things happen, because the mystery you have experienced by knowing very little gives way to moving and shaking and getting on with it!

Above all, it opens those doors and plants seeds in your mind that could, just could, take you to a career or a leisure activity or be able to help others in a way you believed was not and never would be possible.

Francisco left a door ajar for me. I pushed it open and walked into change that was positive, healthy and made life more tolerably fun. What I mean by this is that I have good intentions and now I enjoy making them happen or accepting they won't and looking at doing things differently with what I have learnt.

**Are you planning on doing any other courses?**

As already stated, I'm onto an IT course, which I am hoping will allow me to really fly in my role as a Shop Steward and in my personal life.



**It is a legal requirement that we keep up-to-date membership records. Please notify us of any changes to your contact details including name, address, phone number or email. In addition, please inform us of:**

- Name and address of your current employer.
- Number of drivers employed.
- Number of other transport workers employed.
- Any recognised trade union on site.
- Any colleagues who may be interested in receiving information about URTU membership.

**FREephone 0800 52 66 39 or email [info@urtu.com](mailto:info@urtu.com)**

All information will be kept confidential and no contact will be made with your employer.

# URTU Legal Helpline

Our **free** legal helpline  
offers advice on:

Data protection matters

Consumer problems

Clinical negligence

Education law

Insurance law

Criminal law

Family law

Defamation

Property

Small debts

Land disputes

Wills and probate

Neighbour disputes

Landlord and tenant disputes

Power of attorney and deputyships

**PLUS:** Employment advice for family members



Call **0800 916 9022** today

# FREE DISTANCE LEARNING IN SCOTLAND AND ENGLAND

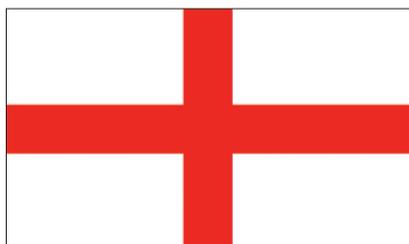
The following distance learning courses are available to URTU members living in either Scotland or England.



## Scotland

These courses are available free to people living in Scotland, who are aged 19 and over and have lived in the EU for the past three years.

- Understanding Stewarding at Spectator Events.
  - Cleaning Knowledge and Skills.
  - Introducing Caring for Children and Young People.
  - Principles of Team Leading.
  - Understanding Behaviour that Challenges.
  - Understanding Autism.
  - Principles of Customer Service.
  - Principles of Business Administration.
  - Falls Prevention Awareness.
  - Information, Advice or Guidance.
  - Equality & Diversity.
  - Counselling Skills.
  - Awareness of Mental Health Problems.
  - Common Health Conditions.
  - Understanding Nutrition and Health.
  - The Principles of Care Planning.
  - Understanding the Safe Handling of Medication in Health and Social Care.
  - Principles of End of Life Care.
  - The Principles of Dementia Care.
  - Understanding Dignity and Safeguarding in Adult Health and Social Care.
  - Preparing to work in Adult Social Care Principles of Working with Individuals with Learning Disabilities.
  - The Principles of The Prevention and Control of Infection in Health Care Settings.
  - Understanding the Management of Diabetes.
- Fully Funded Level 3 Qualifications:**
- Level 3 Certificate in the Principles of End of Life Care.
  - Level 3 Certificate in Understanding the Principles of Dementia Care.
  - NCFE Level 3 Certificate in Principles of Customer Service



## England

These courses are free to any one living in England who is over the age of 19 and has lived in the EU for over three years.

- Personal Development**
- Team Leading Knowledge.
  - The Principles of Business Administration.
  - Customer Services.
  - Information Advice and Guidance.
  - Stewarding.
  - Equality and Diversity.
- Health & Wellbeing**
- The Principles of Dementia Care.
  - Awareness of Mental Health Problems.
  - Understanding Nutrition and Health.
  - Understanding the Care and Management of Diabetes.
  - Common Health Conditions.
  - Common Childhood illness.
  - Fall Prevention awareness.
- Community support**
- Dignity and Safeguarding in Adult and Social Care.
  - Understanding End of Life Care.
  - Understanding Autism.
  - Understanding Working in Mental Health.
  - Preparing to Work in Adult Social Care.
  - Understanding the Safe Handling of Medicines.
  - The Principles of Working with Individuals with Learning Disabilities.
  - The Principles of the Prevention and Control of Infection in Health Care Setting.
  - Care Planning Certificate.
  - Customer Service for Health and Social Care.
  - Behaviour that Challenges.
  - Dyslexia and Other Specific Learning Difficulties.
  - Caring for Children and Young People. Understanding Children and Young People's Mental Health.
  - Understanding Safeguarding and Prevent.

To register or enquiry about a course contact Claire O'Brien on either 0161 486 2108 or [Claire.obrien@urtu.com](mailto:Claire.obrien@urtu.com)

# Learning News

## WARBURTON EASTWOOD LEARNING EVENT DAYS

The first of a number of learning event days at Warburton Eastwood took place in November. The event was set up in order to give staff the opportunity to assess their skills in information technology (IT), maths and English with the view to either progress on to further courses or just to have a better understanding of their own level.

A number of staff took the opportunity to check their skills and were keen to progress further in order to upskill for career reasons or just for personal accomplishment.

It was great to see people engaged in learning which, for many, was their first time in a long time.

It was also good to see the Union Learning Reps (ULRs) being actively involved. Desney Want, Gavin Hawkins and Stuart Grey all took part in a number of skills checks.

This event helped to break down some of the barriers to learning and build relationships between the ULRs and staff in order to make learning less of a hurdle.

It also helped to show the wide range of learning opportunities available, which can help with both career and personal development.

The day would not have been a success without the hard work of Desney and Gavin, who both worked extremely hard to make sure that the IT facilities were working and that individuals felt welcome when they came to undertake assessments.



Left to Right:  
Gavin Hawkins, Desney Want  
and Stuart Grey



## URTU LEARNING - MEET THE TEAM



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# URTU LEARNING CENTRE OPENS AT TESCO DIDCOT

Our senior Shop Steward and Union Learning Rep (ULR) at Tesco Didcot, Bart Wasilewski, has done an amazing job promoting lifelong learning within the depot.

URTU representatives have been busy promoting the newly opened learning centre where learners can drop in for advice on the courses available through the URTU Learning Project or benefit from the Book Club started by the union reps.

The results of a learning needs survey evidenced the need for English language training and an agreement was reached with the Company to organise classes.

In October 2018, two groups of over 30 learners enrolled on English and maths courses delivered at the depot by Free2Learn.

Tracy Beasley, the Business Development Manager for Free2Learn, said; "Bart has been a star with arranging learners to attend the sessions and chasing up any that have not turned up. Without his assistance we would not have been able to start the delivery".

Bart is planning on organising more English and maths courses in the New Year as well as promoting mental health and team leading training.



**Bart Wasilewski (Shop Steward and ULR at Tesco Didcot) has done an amazing job promoting lifelong learning within the depot**



## JOINT TRAINING EVENT IN BIRMINGHAM

In September, URTU held a joint workshop with the Communication Workers Union (CWU) at their office in Birmingham.

The workshop looked at a new approach to maths, online learning and report writing.

The workshop was delivered by TUC tutor, Mathew Pointon. Mathew started the workshop by introducing delegates to the new method of teaching maths, called 'Singapore math', which is currently being taught in primary schools.

This method was first developed in Singapore, and has a high achievement rate.

Mathew followed this by informing delegates of several educational providers who deliver both formal and informal online learning.

The final session of the day was around report writing and, in particular, how to write a grievance report. This is one of the key reports Shop Stewards have to create within their role. The day itself was a great success and Mathew

commented;

"It was great to see two unions working together to help deliver learning to their members. All sessions were well-received, and I am sure what was learned will be of value in workplaces."

Delegates from both unions shared the view that both the subject matter and the fact that they had the opportunity to share experiences made the day enjoyable.

Simon Walker, URTU Learning Project Worker, said; "Having spoken with the delegates after the event it was clear that the workshop has helped to fire their enthusiasm for learning. They will be able to take this knowledge back to the workplace to help the membership in reaching their potential.

"I was very pleased with the way the workshop was delivered and received, which exceeded my expectations. I would like to thank the CWU

for allowing us to use their premises and the TUC for an excellent delivery. Last, but not least, I would like to thank the delegates from both unions for their enthusiasm and willingness to engage. Hopefully this will be the start of future joint workshops".

Jacky Morrey, CWU Regional Learning Committee Secretary, said;

"I'd like to thank Simon URTU ULRs for joining us at Summer Lane for an enjoyable and informative day. Being able to discuss different ideas and share information is an important part of the way that we work as ULRs. It was great to spend some time with our colleagues from URTU getting to know them and talking about ways to support our members on their learning journeys. I know that the ULR's that attended from the CWU found it extremely useful and we're looking forward to arranging another session in the New Year".

# Learning News

## MENTAL HEALTH AWARENESS WORKSHOP

The URTU Learning project has hosted its' second joint training event with the Communication Workers Union (CWU). The Mental Health Awareness workshop was held in October at the CWU Learning Centre in Derby and was delivered by Nigel Williams, a tutor from Manchester College. Nigel opened the workshop by getting delegates to take part in an introduction session. This involved the delegates not only introducing themselves but also getting them to inform the other delegates something about them that they would not know by simply looking at them. Many of the delegates used this opportunity to share their own personal experience of mental health issues. This was at times funny, but also very moving and it took courage from delegates to share this.

Nigel followed on from this opening session by running further activities, including a mental health awareness quiz, which was well received by the delegates and produced some surprising answers. This led to some constructive group discussions. The workshop also looked at the Equality Act 2010, in particular the section relating to disability and how that is defined for the purpose of the Act. Some delegates were surprised that mental health issues can be covered under this Act.

At the close of the workshop, all delegates were very positive about the day and what they had learned, not only from the course activities but also from each other. Many said that they had, had a very productive day with shared experiences and would take what they have learnt back into the workplace. Nigel commented; "It was great to see reps from URTU and the CWU working together on a subject that is clearly of huge importance to all trade union members. Everyone shared their experience and took away some practical ideas for how to promote positive mental health within their workplaces."

URTU Learning will be hosting a further Mental Health Awareness Workshop on the 8 February 2019 in Northampton and the 14 February 2019 in Newport. You can read all about these workshops on page 11 of this issue of Wheels.

If you would like to book your place on this workshop please contact Claire O'Brien at URTU Head Office on 0161 486 2108 or email [Claire.obrien@urtu.com](mailto:Claire.obrien@urtu.com).



### HOW MUCH WAS YOUR MEDICAL?

URTU is producing a database on the price of driver medicals across the UK.

This will enable members to find out which practices are offering the cheapest medicals in their area rather than relying on their own GP to do the medical.

In order to produce this database we need your help. Please contact us and let us know the name and address of the GP or medical centre where you had the assessment and how much it cost.

You can email the information to [info@urtu.com](mailto:info@urtu.com) or send through the 'contact page' of [www.urtu.com](http://www.urtu.com).

# Glaisyers Solicitors

**Big on expertise, small on jargon**



## Who are Glaisyers?

Our team of solicitors are a friendly, professional bunch, who come from all walks of life and all love working in our bright, modern offices in the heart of Manchester.

Here, we like to make things simple and straightforward, so we promise not to bamboozle you with legal jargon or bore you with stuffy language. Throughout your journey with us, we want you to always feel welcome and relaxed. You provide the initial information and then leave it to us to do the rest to secure the best result possible in your claim.

**If you've had an accident or suffered an injury we know that life can be very stressful indeed. We understand, we've helped lots of people in your situation.**

## Who will be dealing with your claims?

Nicki Simmons is a Senior Solicitor and Head of the PI department. Nicki has over 25 years' experience in specialising in personal injury claims. She is very experienced in both complex and high value claims. Nicki will ensure you recover the highest possible damages for your accident.

Nicki's main areas of expertise are accident at work cases, slips, trips and falls, industrial disease claims to include industrial deafness, vibration white finger, contact dermatitis, latex allergy, occupational asthma and accidents caused by Defective Equipment.

Nicki runs her own cases from start to finish providing the personal service she believes each of her clients deserves throughout their claim. She attends to every detail with precision whilst always maximising the damages she receives for her clients as her end result.

She has spent 25 years dedicated to helping people who get injured through no fault of their own. In short, she gets her clients the financial, medical and other help they deserve and supports them as they get their lives back on track.

A Senior Barrister has provided an accurate and true testament:

*"Nicki ... has the ability to not only cut to the heart of the matters that she is litigating but, in my opinion, has the more crucial capacity to empathise with her clients and ensure that they are taken through the litigation process with as much ease as possible. She genuinely cares about obtaining the best outcome for the people that she works for. This important quality is, in my view, becoming rarer in litigation. But it achieves the best results. ... I know very few harder working individuals. Whilst you ask about honesty and integrity, which are qualities of Nicki that are not in question, I think the issues that I have described above give a flavour of that but also set her apart from anyone that I have worked with at my time at the Bar."*

**Contact details: [njs@glaisyers.com](mailto:njs@glaisyers.com) Tel: 0161 833 5674**

## Personal Injury relating to Accidents at work

Your employers have a legal responsibility to ensure your safety and protect your health and welfare while you are at work.

If you have been injured at work or have had a workplace accident, even if it was the fault of a work colleague or another company, then we can help you claim the compensation you deserve.

Our personal injury experts have vast experience of helping people injured at work. Perhaps it's an injury that's happened as a result of a fall, slip or trip, manual handling, a repetitive strain or exposure to dangerous substances. Whether it's a lifting injury or one caused by faulty equipment or dangerous machinery, we can help.

Whatever your circumstances, our friendly and professional, personal injury lawyers will take the time to listen and understand your situation, before giving straightforward advice.

## The URTU Personal Injury Scheme

URTU and Glaisyers are working together to ensure you get the financial, medical and other help they deserve.

## Who can use this scheme?

- Any member (and their family) who suffers an injury or disease at work.
- Any member (and their family) who suffers an injury travelling to or from work.
- Any member (and their family) who suffers an injury outside work and which causes them to be absent from work for any period.
- It also includes accidents which occur away from work, but are not connected with it, which results in an injury causing absence from work.

## Why use the URTU Personal Injury Scheme?

- You will receive 100% of the compensation that is awarded.
- You will not have to pay anything to the Union Solicitors.
- There are no legal expenses as the Union covers the risk and no insurance is required.
- We will ensure that your case is handled by an expert with over 25 years in dealing with cases such as yours.
- Our members deserve 1st class solicitors and a 1st class service and URTU have worked hard with Glaisyers to ensure this is what you will get.

## How to Claim

Email [info@urtu.com](mailto:info@urtu.com) or call URTU on FREEPHONE 0800 526 639 to request an application form and let us do the rest.



# ABOUT URTU

The United Road Transport Union (URTU) has been in existence since 1890. We are a non-political organisation, dedicated to advancing the interests of those workers connected with the road transport, distribution and logistics industry.

## WHY YOU SHOULD JOIN URTU

- We want recognition of the vital contribution that the road transport industry and professional drivers in particular, make to the nation's economy.
- We want to ensure all those who employ road haulage workers understand their responsibility to provide a safe and healthy working environment.
- We want equality of opportunity for both existing workers and those seeking to join the road transport and distribution industry regardless of age, colour, gender, sexual orientation, religion or creed.
- We want to ensure, as far as is practicable, that appropriate opportunities exist in the road transport and distribution industry for those who experience any form of disability.
- URTU is the oldest transport and distribution Union in the UK and is a member of the STUC, WTUC, TUC as well as ETF.

## WHAT URTU CAN DO FOR YOU

**The URTU provides a wide range of other benefits and services including:**

- Legal representation should you be injured at work.
- Representation in grievance and disciplinary matters.
- Free representation at Employment Tribunals, Medical Appeal Tribunals, Licensing Authority.
- Access to a free legal helpline.
- Sickness benefit (after qualifying period).
- Death grant.
- Hearings and DWP Appeals.
- Free Union magazine - 'Wheels', which is posted to your home bi-monthly.
- A Benevolent Fund, which provides free legal representation in Court should you be in a position where your licence is at risk and financial assistance to alleviate the hardship that might result from the imposition of fines for certain road traffic offences.
- Education and training opportunities.

Further details regarding Trade Union benefits, Law at Work, Drivers' Hours, Tachographs and the Union's Rule Book can be found in the Member's Diary, which is available to all who complete an application form and become members of the URTU.

**FREEPHONE 0800 526639**

**www.urtu.com info@urtu.com**

## **PLEASE READ THE FOLLOWING CAREFULLY**

Please complete the form overleaf in full as clearly as possible.

Return the **WHOLE** form to the **United Road Transport Union**.

Your date of entry to the Union will be the date the form is received by Head Office and all benefits will accrue from that date.

We will then forward the signed instruction to your bank or Building Society and the first date of deduction will normally be a fortnight from the Friday following receipt of the form at Head Office.

You should receive a confirmation letter together with your membership card before the first deduction.

**ALL INSTRUCTIONS TO PAY YOUR CONTRIBUTIONS BY DIRECT DEBIT CAN BE CANCELLED AT ANY TIME BY YOU INSTRUCTING EITHER YOUR BANK OR BUILDING SOCIETY.**



UNITED ROAD TRANSPORT UNION  
 Almond House, Oak Green,  
 Stanley Green Business Park,  
 Cheadle Hulme, SK8 6QL  
 FREEPHONE 0800 526639 / 0161 486 2100

## Application for Membership

Title..... First Name(s) ..... Surname .....

Address .....

.....  
 This address will be used  
 for balloing purposes

..... Postcode .....

Home Tel No ..... Mobile Tel No .....

E-mail ..... Date of birth .....

Occupation ..... Branch Ref (if known).....

Name and address of employer .....

..... Depot .....

<b>Contribution Scales</b>		Please tick against how often you wish to pay			
	Monthly	Quarterly	Half-Yearly	Annually	
(Driver) Scale A+BF	£15.46 <input type="checkbox"/>	£46.40 <input type="checkbox"/>	£92.83 <input type="checkbox"/>	£185.66 <input type="checkbox"/>	
(Non-Driver) Scale A	£13.48 <input type="checkbox"/>	£40.45 <input type="checkbox"/>	£80.93 <input type="checkbox"/>	£161.87 <input type="checkbox"/>	
Part-Time	£7.49 <input type="checkbox"/>	£22.48 <input type="checkbox"/>	£44.96 <input type="checkbox"/>	£89.93 <input type="checkbox"/>	

**Notes on Contribution Scales:** Driver A+BF means your membership includes participation in the URTU's Benevolent Fund, designed specifically for drivers. Part-time staff are those working less than 20 hours per week.

Are you at present / recently a member of any trade union?  Yes  No

If yes, name of union ..... Membership No .....

**CONSENT: Please ensure you sign and date below.** By signing this application form to join the Union, I agree to be subject in every respect to the Rules of the Union. I consent to the Union processing my personal data as part of its legitimate activities in providing membership services and benefits as a Trade Union, as stated in its Rule Book and in its Privacy Policy. The Privacy Policy is available on our website. It explains how we use and protect your personal data.

Signed ..... Date .....

Your date of entry to the Union will be the date the form is received by Head Office and all benefits will accrue from that date.

**For Office Use:** Membership No ..... Date of Entry .....



## Instruction to your bank or building society to pay by Direct Debit



Please fill in the whole form using a ball point pen and send to:  
 United Road Transport Union, Almond House, Oak Green,  
 Stanley Green Business Park, Cheadle Hulme, SK8 6QL

Name and full postal address of your bank or building society

To: The Manager  
 Bank/Building Society

Address

Postcode

Name(s) of account holder(s)

Bank/building society account number

Branch sort code

Date

Banks and building societies may not accept Direct Debit instructions for some types of account.

This Guarantee should be detached and retained by the payer.



## The Direct Debit Guarantee

- This Guarantee is offered by all banks and building societies that accept instructions to pay Direct Debits
- If there are any changes to the amount, date or frequency of your Direct Debit United Road Transport Union will notify you 10 working days in advance of your account being debited or as otherwise agreed. If you request United Road Transport Union to collect a payment, confirmation of the amount and date will be given to you at the time of the request
- If an error is made in the payment of your Direct Debit, by United Road Transport Union or your bank or building society, you are entitled to a full and immediate refund of the amount paid from your bank or building society
- If you receive a refund you are not entitled to, you must pay it back when United Road Transport Union asks you to
- You can cancel a Direct Debit at any time by simply contacting your bank or building society. Written confirmation may be required. Please also notify us.