

June 2019
Wheels

UR
UNITED ROAD
TRANSPORT UNION **TU**



HEALTH ISSUE:

Mental Health Awareness

URTU Learning Conference 2019

Essential IT Skills Training



GENERAL SECRETARY

‘Brexit’

I concluded my last ‘musings’, in the February 2019 edition of our journal ‘Wheels’, with the words, *“It is to be hoped that, the next time I write, I will be in a position to comment on the outcome of ‘Brexit’.”* Whilst I had observed that there might be an extension of the process beyond 29 March 2019, who did I think I was kidding?? The process of ‘Brexit’ appears to be edging from the sublime to the ridiculous. We now have a Government that has a ‘lame duck’ leader in Theresa May, whom is likely to be replaced by any one from six whom, by their own admissions, have illegally taken drugs. What on earth is both Europe and the wider global community to think of the machinations of UK politics, now that we have sunk into this unholy mess? I dread to think! Apparently, its now going to be 31 October 2019 before we ‘Brexit’ ... Is it really!

‘National Executive Committee’ / ‘Trustees’

Since the last edition of ‘Wheels’, the elections for members of our ‘National Executive Committee’ (‘NEC’) have been concluded, together with our Union’s two Trustee positions. First, might I congratulate the successful candidates and, secondly, offer my commiserations to those who didn’t make it on this occasion. I am sure you will be seeking election again in five years time! ‘NEC’ members and Trustees take up their positions during September 2019, for a five year term. I am sure I speak for all members in wishing them every success in their difficult and often demanding roles.

Regional Officers

You can read (page 8) about the appointment of Neil Hunter, as the newest member of our Union’s Regional team. Having spent a number of days when he joined us working with Neil, I am certain that he will be a real asset to, not only members within Region 3, but the wider Trade Union movement. Neil replaces Chris Dubber, whom has decided to take early retirement after nearly twenty years representing members within Region 3, primarily in Scotland where he was based. Whilst we are very pleased to have Neil ‘on board’, Chris’s early retirement means a void has appeared in our Union. Chris will be missed, not only by colleagues within and outside of our Union, but also by the members he leaves behind. ‘Good luck’ in retirement Chris, you will be missed.

And finally ...

You can read on page 12 that the Driver CPC deadline is rapidly approaching. Whilst summer may arrive sometime soon and thoughts turn to summer holidays, don’t forget to ensure that you are ‘compliant’ before 9 September 2019 ... its your licence to work!

Until next time drive safely.



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

Bob Monks
General Secretary



Contents

- 02** **General Secretary**
Brexit
- 04** **Mental Health Awareness**
Workbook and guide
- 06** **In the News**
Celebrating Learning
- 07** **In the News**
Swedish Derogation
- 08** **In the News**
New URTU Regional Officer
- 09** **In the News**
Honorary Members
- 10** **In the News**
Let's Talk Menopause
- 11** **In the News**
Tax Relief on Job Expenses
- 12** **In the News**
Unlit Motorways
- 13** **In the News**
Pregnant Women
- 14** **Charity News**
Man vs Lakes 2019
- 15** **Letters**
Smart Tachos
- 16** **Health Report**
Are you at Risk of Prostate Cancer?
- 18** **Zero-Hour Contracts**
URTU Campaign
- 19** **Logistics Talk**
Invest in Road Safety
- 20** **TUC Blog**
A Victory for Irish Unions
- 23** **Your Shout**
Men's Mental Health at Work
- 24** **Mental Health Awareness**
Workshops and course
- 26** **Learning News**
IT Training at Wincanton (Wilkinson) Magor

All the very latest from URTU to keep you up to date

In the News

CELEBRATING LEARNING

The URTU Annual Learning Conference was held at the new URTU Learning Centre in Wincanton, Wiltshire, on 15th November. The conference was a great success and was attended by over 100 delegates from across the industry. The day was filled with interesting presentations, workshops and networking opportunities. The conference was held at the new URTU Learning Centre, which is a state-of-the-art facility that provides a great environment for learning and development. The conference was a great success and was attended by over 100 delegates from across the industry. The day was filled with interesting presentations, workshops and networking opportunities. The conference was held at the new URTU Learning Centre, which is a state-of-the-art facility that provides a great environment for learning and development.



4th Week May 2019

Page 6

How your say on the issues that affect our industry

Logistics Talk

INVEST DRIVERS HOURS' WINDFALL INTO ROAD SAFETY

James Firth, Head of Road Freight Regulation Policy at FTA, talks to Wheels about the £250 million 'windfall' of extra hours that will be available to haulage firms from the end of 2019. He explains how this extra time can be used to improve road safety and reduce the risk of accidents. The extra hours can be used to improve road safety and reduce the risk of accidents. The extra hours can be used to improve road safety and reduce the risk of accidents. The extra hours can be used to improve road safety and reduce the risk of accidents.




19th 2019 Wheelmag 15

Page 19

How your say on the issues that affect our industry

Your Shout

Men's Mental Health at Work

How unions can help men to open up

Mark Everden, Regional Organiser (Education) Union South West, talks to Wheels about the importance of mental health in the workplace. He discusses how unions can help men to open up about their mental health and how this can improve their work life. The importance of mental health in the workplace. He discusses how unions can help men to open up about their mental health and how this can improve their work life. The importance of mental health in the workplace. He discusses how unions can help men to open up about their mental health and how this can improve their work life.



16th 2019 Wheelmag 21

Page 23



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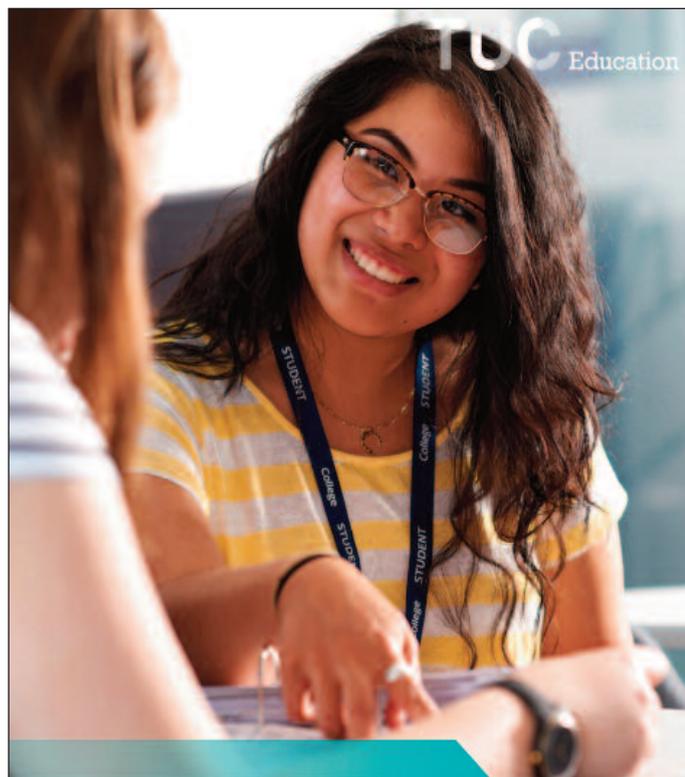
Cover image URTU Learning Conference

Mental Health Awareness

Mental health and the workplace is an increasingly important issue for trade unions and we have made this issue of *Wheels* a 'Mental Health Awareness' special.

As well as information on the new Acas report and trade union rep guides on these pages, there are also a number of articles throughout this issue. On page 23, Mark Everden, Regional Organiser (Education) Unison South West talks to *Wheels* about being diagnosed with clinical depression. On page 24 and 25 you can read reports on both the URTU Learning Mental Health Awareness workshops and the URTU Mental Health First Aider training course. You can also help URTU Regional Officer, Alex Harris, raise money for 'CALM', the Campaign Against Living Miserably. The charity does incredible work dealing with mental health provisions for men that are at risk of suicide. You can read about Alex's 'Man vs Lakes' challenge on page 14.

MENTAL HEALTH AND THE WORKPLACE TUC Education Workbook



Mental health
and the workplace

Unions, including URTU, have a long history of campaigning for change in the workplace and beyond, not only on employment rights or safety issues but also on the way people are viewed in the workplace and in society. There is much stigma and discrimination around mental health and particularly mental ill health. These are issues of justice, equality and fairness - core trade union business. With the impact of austerity contributing to ever-increasing levels of workplace stress, there has been an increase in the prevalence of mental ill health.

In response, unions have often taken the lead both in securing the best outcomes for individual members with mental health issues, and in working with employers to develop 'mentally healthy' workplaces.

To assist union reps support those in the workplace with mental health problems, the union workbook 'Mental Health and the Workplace' has been updated.

This workbook will help reps to:

- Prevent stress-related mental illness.
- Develop an understanding of mental health and common mental health problems.

- Be aware of diversity issues impacting on members with mental health problems.
- Develop an understanding of the law and mental health in the workplace.
- Identify good practice around workplace policies on mental health.
- Explore the role of union reps in supporting and representing members with mental health problems.
- Identify organising and campaigning opportunities for trade unions around mental health.

This workbook is intended to be used actively in courses, at branch meetings and in informal discussions.

As well as being an information resource, it seeks to ask questions to stimulate discussion and debate so that individuals and groups can act on their commitment to challenge mental health discrimination and promote equality wherever they work and in their communities.

The workbook is available on the Union's website www.urtu.com. If any URTU reps would like a copy posted to them, email info@urtu.com.

MAJORITY FEEL STRESSED OR ANXIOUS ABOUT WORK

A new report from workplace experts, Acas, has revealed that two thirds of workers (66%) have felt stressed or anxious about work over the past year.

Acas commissioned YouGov to ask employees in Great Britain about their experiences of stress and anxiety in the workplace. The most common reasons given for the way they felt included workloads (60%), the way that they were managed (42%) and balancing home and work lives (35%).

Acas Chief Executive, Susan Clews, said:

“According to our poll, the majority of workers have felt stressed or anxious about work over the past year. This is a cause for concern and it's clear that active steps need to be taken to support the wellbeing of all staff.

“Our study found that seven out of ten employees believe it is a line manager's role to recognise and address stress or anxiety at work but only two fifths said that they would talk to their manager about it.

“It is clear that many people feel unable to have these conversations with their managers or choose to struggle alone. Acas has advice on how to create a positive mental health environment at work.”

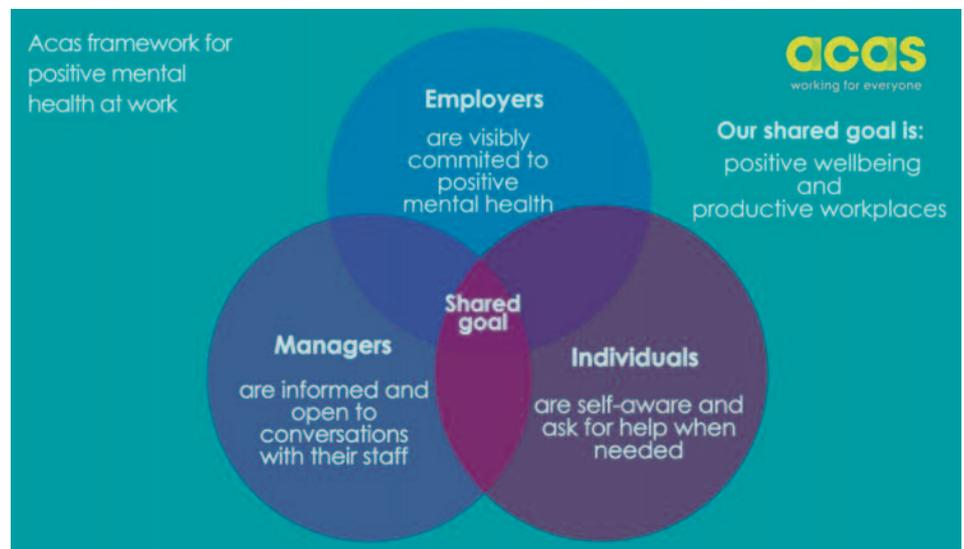
Acas has produced a framework for positive mental health at work, which outlines the roles

that employers, managers and their staff can play to help make it happen.

The advice includes suggestions such as employers leading on a wellbeing strategy at work; supporting and training managers to have the confidence and knowledge in managing mental health; and workers identifying personal

stress triggers, supporting colleagues and asking for help when needed.

The framework and full policy paper ‘**Stress and Anxiety at Work: Personal or Cultural?**’ is available on your Union’s website www.urtu.com. Alternatively, if you would like a copy sent to you, please email info@urtu.com.



TACKLING THIRD-PARTY ABUSE AND HARASSMENT A Guide for trade union reps

No one should be subject to harassment, abuse or bullying at any time, let alone at work. Yet half of all workers have experienced either bullying, sexual harassment, abuse, violence, or a combination of these, while at work. All workers have the right to be treated with dignity and respect at work. Any form of abuse, harassment or bullying is unacceptable, whether from a colleague, from a manager or from a member of the public.

A new guide for trade union reps, ‘Tackling Third-Party Abuse and Harassment’ has been produced.

This guide looks at this issue of third-party abuse and harassment and explains:

- What it is.
- How it manifests and its impacts.
- What unions and employers should do to prevent it.

‘**Tackling Third-Party Abuse and Harassment; A Guide for Trade Union Reps**’ is available on your Union’s website www.urtu.com.

Alternatively, if you would like a copy sent to you, please email info@urtu.com.



In the News

CELEBRATING LEARNING

The URTU Annual Learning Conference was held at the De Vere Orchard Hotel, Nottingham in March. It was a beautiful sunny day to welcome the 20 delegates and speakers.

Agnieszka Zamonski, URTU Learning project worker, opened the conference with a lively demonstration of Kahoot. Kahoot is a free game based learning platform which makes it easy to create, share and play fun learning games and quizzes.

Delegates could see how this could be used to engage people at work into learning.

Jane Warwick, from unionlearn, then delivered a 'Supporting Mid-Life Development:

Transferable Skills' workshop. Its aims are to:

- Gain a better understanding of what transferable skills are.
- Provide information on the Erasmus+ Mid-Life Skills Review project.
- Experience the Transferable Skills workshop.
- Review your own skills.
- Explore resources.

Delegates worked in pairs to identify their own transferable skills and were interested to realise that we all have a lot of skills developed at work and life generally that can be taken into different situations and careers.

Jane explained that the project she is leading aims to develop an online course to train and develop a network of 'mid-life skills champions'. These 'champions' will lead one-to-one reviews of mid-life skills. Delegates enjoyed working with one another to review existing skills.

Delegates took part in a lively quiz on statistics concerning an ageing population in the UK and were surprised at many of the findings.

Jane finished the participative workshop by asking delegates to pair up and play the unionlearn card game 'Value My Skills' and, on each table, participants found this really enlightening.

Jane said,

"It was great to see the URTU reps so engaged in this 'Supporting Mid-life Development' workshop. The new online transferable skills

was really well received by all who attended. One rep said that this was the first time he had ever had the opportunity to review his transferable skills in this way."

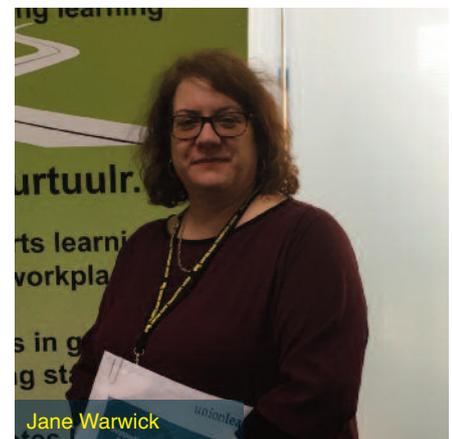
To end the day, URTU Learning project workers, Simon Walker and Judith Swift, led a question and answer session which included the launch of the new URTU Learning website.

Excellent and Very Worthwhile

Delegates had a busy and engaging day and course evaluations demonstrated that delegates found the day "excellent" and "very worthwhile".

Following a successful joint union learning workshop for reps from both URTU and Communication Workers Union (CWU) earlier in the year, this was the first time that delegates from both unions attended the Annual Learning Conference.

Both unions said it was really helpful to share ideas and good practice.



GOVERNMENT PROPOSE ABOLITION OF SWEDISH DEROGATION

Following many years of union campaigning, the Government have now put before Parliament for the abolition of the Swedish derogation from 6 April 2020. Once passed into law, this will mean that all agency workers have a right to pay parity after 12 weeks with no exceptions.

Swedish derogation currently allows agency workers to exchange their right to be paid equally to permanent counterparts in return for a contract guaranteeing pay between assignments.

However, agency workers who work under a Swedish derogation contract have a permanent contract with their agency, not the end client, which allows them to be paid between assignments but not receive the same wage and employment benefits as other members of full-time staff.

The government has described the contract as a 'legal loophole' which excludes agency workers from the principle of equal treatment in relation to pay under the Agency Workers Regulations (AWR) 2010.

Under the AWR, which is commonly used in warehousing and logistics, temporary workers employed for more than 12 weeks by the same employer should receive the same pay and employment conditions as permanent staff.

Although the original intentions of Swedish derogation were to offer reassurance that individuals would still earn during quieter periods, some employers have been using this opt-out to reduce the size of their pay bill.

Nowadays it is very unusual for agency workers to have gaps between their assignments and, in some cases, employers have devised schemes to keep their exposure to a minimum contrary to the requirements originally outlined.

The government aims to repeal Swedish derogation with new legislation, banning the use of this type of contract to withhold equal pay rights. Instead, long-term agency workers will receive equal wages to those of permanent employees.

URTU General Secretary, Robert Monks, said;

"For many years Swedish derogation has been used exploitatively. It has created an unequal workforce, denying agency workers the going rate for the job.

"Our Union has long campaigned to ditch this unfair loophole and the Government's decision to put before Parliament for the abolition of the Swedish derogation from 6 April 2020 is long overdue."



SCOTTISH TUC

During April, a URTU delegation including Robert Monks (General Secretary), Brian Hart (National Officer) and Eric Drinkwater (President) attended the Scottish TUC 2019 Annual Congress in Dundee.

The theme of the Congress was 'Organising and Winning' across the Scottish trade union movement. Lynn Henderson, STUC President, opened the 2019 Congress saying; "We organise not just in our workplaces, but channel our power as whole workers in our communities. "We are beginning to win victories in unorganised sectors of the economy. The STUC's Better than Zero and the Young Workers' Project work together with a new generation of workers with no workplace collective culture. "Returning to our Congress theme, Organising and Winning: organising may take many years but a victory can be won in an instant. When we win those victories, we stand up and

organise again and again."

It was a successful Congress for our Union's delegation, with a great deal of work, on behalf of our Scottish members, being undertaken over the three days of the Congress.



Lynn Henderson

For more information about the proposed abolition of the Swedish derogation from 6 April 2020, a copy of **'The Agency Workers (Amendment) Regulations 2019 - revocation of the Swedish derogation: Final Stage Impact Assessment'** produced by the Regulatory Policy Committee is available on your Union's website www.urtu.com.

Alternatively, email your name and address to info@urtu.com and a copy of the Final Stage Impact Assessment will be posted to you.

In the News

NEIL HUNTER JOINS URTU REGIONAL OFFICER TEAM

We are delighted to announce that, following acceptance of an offer made by our National Executive Committee, Neil Hunter has taken up the position of new URTU Regional Officer for Region 3. Neil was previously the URTU Shop Steward and Health & Safety Rep at Enva England Waste (formerly Oakwood Fuel Limited) where he has worked as a Waste Oil Collection Driver for 12 years. Neil has previously completed both the Basic and Advanced URTU Shop Steward and Health & Safety courses, as well as the Union Learning Representative Stage One course. Outside of work, Neil helps coach a local Under 11 football team, as well as being a keen golfer and enjoying sea fishing boat trips. Bob Monks, General Secretary, said; "I am delighted that Neil has joined the URTU Regional Officer team. I am sure that the addition of Neil to the URTU Regional Officer team will be a great asset to our Union."

Members in Region 3 can contact Neil on:
Tel: 07876 594524 Email neil.hunter@urtu.com

PROSTATE CANCER POSTER

On page 16 /17 of this issue of Wheels you can read an article by Prostate Cancer UK. Prostate cancer is the most common cancer in men, with around 400,000 living with and after the disease in the UK. One in eight men will be diagnosed with prostate cancer in their lifetime.

To try and raise awareness, and hopefully encourage URTU members to get tested, Prostate Cancer UK has also provided us with posters that can be put up at work on URTU noticeboards. If you would like a poster sent to you, please email info@urtu.com, including your name and address.



GEOFF IRWIN

It is with sadness that we inform you of the passing of one of our former members Geoff Irwin. He was aged 75 and passed away on Wednesday 22 May 2019. Geoff was employed by Biffa for many years and worked from the company's Hull depot. He was also site Rep and also represented our Union on the Biffa NNC. From everyone at the URTU, we pass on our heartfelt condolences to his family.

PLEASE DON'T BIN IT! PASS IT ON!

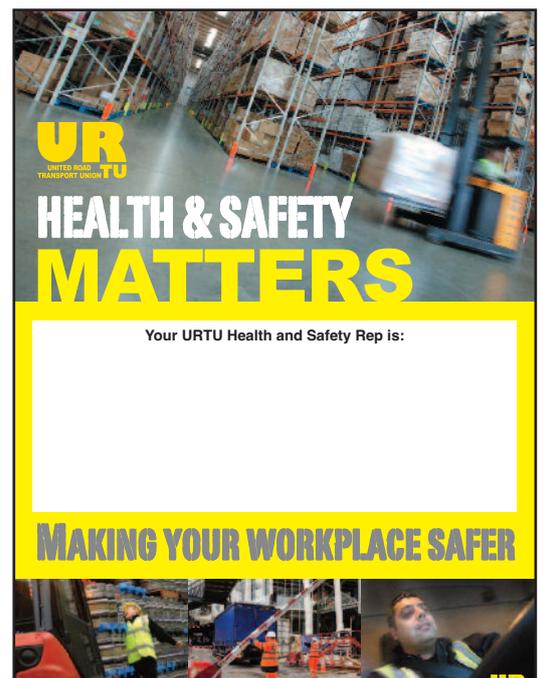
When you have finished with this copy of 'Wheels', please pass it on to a colleague who is not a URTU member.

If you would like extra copies of 'Wheels' to give to potential members, call FREEPHONE 0800 526639 or email info@urtu.com

HEALTH & SAFETY MATTERS

Your Union has designed a poster to help raise awareness of health and safety in the workplace for Union noticeboards. We also have 'URTU Noticeboard' signs and are also able to produce leaflets and

posters specific to your depot to help inform existing members and recruit new members to the Union. Please email info@urtu.com or call James on 0161 486 2103.



HONORARY MEMBERS

REMINDER: PLEASE UPDATE YOUR DETAILS

The 'General Data Protection Regulation' (GDPR) came into force on 25 May 2018. Your Union has included several articles on GDPR in recent issues of 'Wheels' Magazine, and you may also have seen its impact on organisations widely reported in the news. To ensure that your Union fulfils its data processing obligations under GDPR, your 'personal data' must be kept up to date. *We therefore need to ensure that we have current details in respect of your membership.* If you **didn't fill in the form in the February issue of Wheels**, please could you either:

- Complete the address and personal details slip below, returning it to our Union's Head Office.

- Call Head Office on 0161 486 2100 with your updated details.

Let us know by 31 August 2019

Please note that if your Union does not hear from you, as an Honorary Member, by **31 August 2019**, your details will need to be removed from the Union's membership system. This will effectively mean that, having been granted a certificate of Honorary Membership, your membership will lapse and you will no longer be a member of our Union. It is therefore extremely important that you inform Head Office of your up to date details, outlined below.

URTU Honorary Membership

NAME

HONORARY MEMBERSHIP NUMBER

ADDRESS

.....

.....

TELEPHONE NUMBER

EMAIL

SIGNATURE

DATE

Please complete and return to **URTU, Almond House, Oak Green, Stanley Green Business Park, Cheadle Hulme, SK8 6QL**



In the News

LET'S TALK MENOPAUSE

Women over the age of 50 are the fastest growing segment of the workforce, and most will go through the menopause transition during their working lives.

For every ten women experiencing menopausal symptoms, six say it has a negative impact on their work. With the right support, there's no need for women to press pause on their career during this natural transition. But many women will continue to suffer in

silence unless we break the taboo and start talking openly about the menopause at work. The CIPD is calling on employers to break the workplace taboo, start talking openly about the menopause at work and provide better support for working women.

It recommends that employers educate and train line managers so they are knowledgeable and confident to have sensitive conversations with staff about their symptoms and any

adjustments that might be needed. The CIPD have produced 'Let's Talk Menopause' resources, including guides and posters, which will also be of great help to URTU Shop Stewards and Health & Safety reps.

These are available on your Union's website www.urtu.com. Alternatively, if you would like copies of the resources sent to you, please email info@urtu.com.

DID YOU KNOW?

SIX IN TEN
menopausal women say their symptoms have had a **negative impact on their work.**

PENSION AUTO ENROLMENT

Minimum workplace pension contribution levels increased in April.

Since April 6 this year, total minimum contributions to pensions increased from 5% to 8% (minimum contributions from employers moving from 2% to 3%).

The roll-out of automatic enrolment has given millions of workers access to a pension scheme with an employer contribution.

But despite the success of auto-enrolment, your chance of having a workplace pension still often depends on your workplace and earnings.

SHOP STEWARD NOTICE

We are asking all URTU shop stewards and branch officials to check that they have the **2019 URTU Membership Application form** and latest **URTU Personal Injury form** before handing them out.

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

There is a copy of the latest Membership Application form on the back page of this issue of *Wheels* and on your Union's website, www.urtu.com.

If you would like a supply of the new application forms to hand out to potential members or Personal Injury forms, please contact URTU Head Office on FREEPHONE 0800 52 66 39 or email 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

..... Postcode This address will be used for mailing purposes

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

CLAIM TAX RELIEF FOR YOUR JOB EXPENSES

You can check and claim tax relief directly for your job expenses, through the government website www.gov.uk/tax-relief-for-employees. You might be able to claim tax relief if:

- You use your own money for things that you must buy for your job.
- You only use these things for your work.

This includes uniforms and work clothing, so you can check and claim if you launder your work uniform or have to buy safety boots etc.

You cannot claim tax relief if your employer either gives you:

- All the money back.
- An alternative, for example your employer gives you a laptop but you want a different type or model.

You must have paid tax in the year. You'll get tax relief based on what you've spent and the rate at which you pay tax.

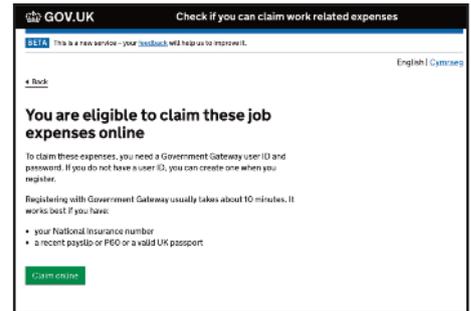
Example

If you spent £60 and pay tax at a rate of 20% in that year, the tax relief you can claim is £12.

For some claims, you must keep records of what you've spent. You must claim within 4 years of the end of the tax year that you spent the money.

If your claim is for the current tax year, HM Revenue and Customs (HMRC) will usually make any adjustments needed through your tax code.

If your claim is for previous tax years, HMRC will either make adjustments through your tax



code or give you a tax refund. 'Wheels' did a test run of the website and it seemed reasonably (for a Government website) easy to check if you can claim for tax relief.

www.gov.uk/tax-relief-for-employees

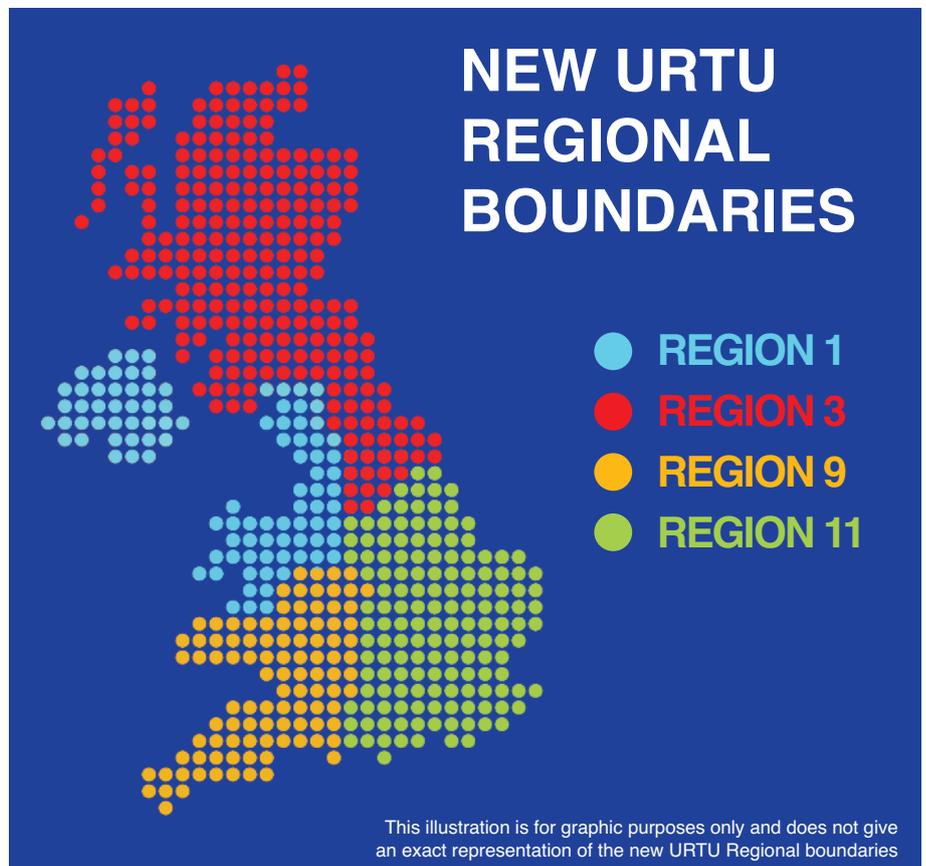
URTU REGION BOUNDARY CHANGES

Following URTU Regional Boundary changes, a number of new and existing members may still not have received an up-to-date URTU membership card.

If you think you may have changed Region and would like to clarify which Region you are now in, please call FREEPHONE 0800 526639 or email info@urtu.com. Please remember to have your URTU membership number when calling the FREEPHONE number or emailing.

Please be aware that your Region is based on your branch location rather than your home address and there may be some exceptions.

If you need to contact your Regional Officer, please note that some numbers have changed and their phone number can be found on the contents page (p3) of this issue of Wheels.



In the News

DRIVER CPC WARNING



URTU is warning professional drivers that the deadline for completing mandatory Driver CPC training for the current cycle is fast approaching.

The deadline date is:
9 September 2019

HGV drivers are legally required to complete 35 hours of training over a five-year period to remain legally compliant. Although all new HGV drivers have taken the Driver CPC as part of their licence acquisition, since 10 September 2009, existing drivers had until 9 September 2014 under acquired rights to complete their periodic

training. The deadline for the next five-year period is only months away, and those that don't complete the required training by 9 September 2019 will forfeit their Driver Qualification Card (DQC) and the right to drive for a living. DVSA can also issue a fine of up to £1,000 for anyone driving professionally without a DQC. The five year administrative expiry date is displayed on the front of your DQC under 4b. If you are unsure how many hours of Driver CPC training you have completed, or which course you have attended, you can check on the government website GOV.UK.

LARGE INCREASE IN CASUALTIES ON UNLIT MOTORWAYS

An initiative to save energy by switching off lighting on motorways has seen the number of people killed or seriously injured on those roads almost double.

Figures from Highways England show an 88 per cent increase in the number of casualties on 'lighting unlit' sections of motorway. Those are sections where lighting was either deliberately turned off to cut energy use or weren't lit due to malfunction.

Starting in 2010, Highways England turned off lights on sections of the M2, M5, M6, M54 and M65 between midnight and 5pm to reduce carbon emissions.

The data from the government agency shows that there were 175 casualties on those lighting unlit roads in 2017, up from 93 in 2010.

The rise comes at the same time as casualties across the whole of England's 4,300-mile strategic road network fell. Over the same period, the total number of casualties dropped by 12.4 per cent, to 14,255, with deaths and injuries on the 1,433 miles of road lit during darkness fell 18.4 per cent.

Edmund King, president of the AA, has said there should be a full investigation into the real consequences of the turn-off policy. However, Highways England's head of road

safety, Richard Leonard, said that safety was the agency's "top priority". He said: "We light what needs to be lit, and we know where those locations are. "We have a greater understanding of where night-time collisions occur and the impact road

lighting would have. "This means we can target lighting where it is needed, rather than putting lights everywhere." URTU would like to know your experiences of driving on unlit sections of the motorway. Please email your thoughts to info@urtu.com.



EMPLOYERS NOT DOING ENOUGH TO KEEP PREGNANT WOMEN SAFE AT WORK

URTU is warning that employers are not doing enough to protect pregnant women at work. There are very specific risks in the workplace for women who are or may be pregnant, or who have recently given birth. All these risks are preventable and there are clear regulations in place to protect new and expectant mothers. Unfortunately, many employers either do not know what they should be doing or ignore their legal responsibilities.

Pregnancy can be a stressful enough time for any woman without also having to worry about any dangers presented by her work which is why every workplace needs to have in place clear procedures that ensure that any risks to new or expectant mothers are properly controlled and that women feel that any concerns they have are properly addressed. There are many risks that new and expectant mothers face working within road haulage, distribution and logistics. They include:

Irregular and long working hours: Working irregular hours, such as night shifts, can change circadian rhythms, which regulate pregnancy hormones. And shift work and long working hours have been linked to miscarriages, and preterm births.

Travelling: Pregnant women may have an increased need to use the toilet, which can cause problems for lorry and bus drivers. There can also be a higher risk of musculoskeletal problems, such as back pain during pregnancy, which can be made worse by driving or sitting for long periods.

Stress: Constant stress in pregnancy can be damaging. Stress has been linked to poorer pregnancy health and possible developmental problems in babies.

Heat: During pregnancy, the body has to work harder to cool down both the woman's body and that of the unborn baby, so a pregnant worker is more likely to get heat exhaustion or heat stroke. And pregnant women are also more likely to become dehydrated.

In order to help trade union workplace representatives ensure that their employer has processes in place to protect and support women during and after pregnancy, and also

how to support any members who have any problems or concerns, a new union guide has been produced - 'Pregnancy, Breastfeeding and Health and Safety: A Guide for Workplace Representatives'.

There are a lot of potential risks that need to be considered that could affect the mother or the baby and the guide looks at potential risks including:

- Lifting, twisting, turning, standing and sitting
- Chemicals
- Heat
- Infectious diseases
- Ionizing radiation
- Noise
- Working hours
- Stress
- Violence
- Travelling (for work and commuting)

The guide also examines the law and what employers should do as well as practical measures to take action. There is also a Safety Representative's checklist to ensure that the correct procedures are in place.

Rosalind Bragg, Director of Maternity Action, said:

"We know from the women that call our advice line that too many employers are failing to take the health and safety of pregnant and breastfeeding women in the workplace seriously.

"As a result, we know that many women end up having to choose between risking their own health or that of their baby, going off sick, or leaving their job altogether.

"Union reps have an important role

in holding employers to account and ensuring that pregnant women are protected from workplace hazards."

You can download the guide '**Pregnancy, Breastfeeding and Health and Safety: A Guide for Workplace Representatives**' on your Union's website www.urtu.com. Alternatively, email info@urtu.com on we will send you a copy in the post.



Charity News

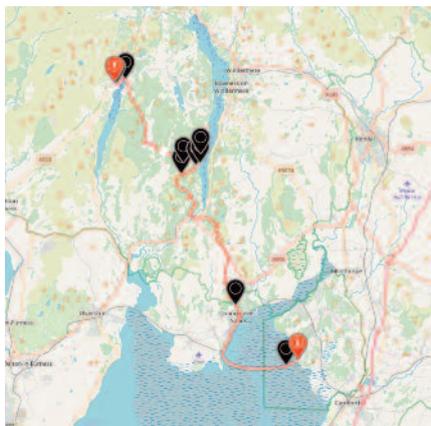
MAN vs LAKES 2019

Some of you may recall that in 2017, I undertook a charity boxing match and, between me and two friends, we managed to raise over £2,000, as part of a collective that raised £18,000 in one night for Cancer Research UK.

Well, as pay back for forcing my friend Kyle to take part in that experience, he has signed us up, along with another friend, for the most gruelling charity event I could possibly imagine. One that I most certainly would not have signed up for myself.

In July, the three of us will run, swim and kayak 29 miles (46 kilometres) across the Lake District. Starting at Morecambe Bay and running through the water, across the beach and through the bog to the other side, we will continue up the run's trademark 'Vertical Kilometre' and ascend an overall 4,200ft during the first half of the run alone. This is quite literally my worst nightmare. The reason we are doing this is to raise money for 'CALM', the Campaign Against Living Miserably. This charity does incredible

work dealing with mental health provisions for men that are at risk of suicide. For those that aren't aware, suicide is the biggest killer of men under 49. It is an epidemic and it is almost entirely avoidable. All three of us have experienced a loss of friends through suicide



in recent years and we feel it is our duty to those that we have lost to do whatever we can to prevent this tragedy happening in others' lives. Predictably, we need URTU members' help.

Our target is a modest £1,500. However, we know that we can raise more than that and we would like to get as close to £5,000 as possible.

If everybody reading this magazine donated £1, we would easily surpass double that total. So, if you can help, please visit www.virginmoneygiving.com/team/runsozzle and make the endless miles we are running each night after work worthwhile. A gift of a few pounds from you will help prevent others from losing their dads, sons, brothers, uncles or grandfathers. Thank you for reading.

Alex Harris
URTU Regional Officer

virginmoneygiving.com/team/runsozzle



If you can help Kyle, Daniel and Alex visit:
www.virginmoneygiving.com/team/runsozzle

Letters

SMART TACHOGRAPHS

It was interesting stuff regarding the new smart tachographs (Wheels February 2019, p5). But, I would like to add just a couple of points on this subject.

Firstly, I hope this isn't going to lead to drivers going past a reader then, a week or so later, getting notice of intended prosecution through the post (via employer or agency) telling them that, on six occasions during the previous twenty eight days, they exceeded 60mph on a motorway. It can happen downhill with a full load on even when using the correct settings of exhaust brake and cruise control while you're concentrating on other things, like suicidal car drivers diving under your front bumper. Secondly, Derek Broomfield commented (Wheels Feb 2019, p9) that 'safety standards and compliance levels will be raised, and so will the professionalism and reputation of the transport industry.' Seriously?

I recall the same was said about the Driver CPC before it became a legal requirement

simply to do the job we had done quite well enough before without it. Same module five times? "Aw, don't worry lad, you've still passed!" What an absolute joke that is! And, as most drivers predicted correctly back then, look what an absolute money-spinning rip-off that's turned out to be!

I am actually proud that I strongly discourage people to drive HGVs for a living. I wouldn't either if I had my time again. There's far too

many meddling, desk-bound pen-pushers interfering with it now who've never done the job and wouldn't lower themselves to it if they could anyway.

I dread what they'll dream up next in the interests of 'safety and professionalism' and our taxes pay them for this? Roll on retirement!

Dick White
By email



RETIREMENT

Due to retirement I have cancelled my membership.

After starting on van sales with Mr Kipling on a collective agreement, I continued to pay my subs after moving into management, recognising the benefits you offer 'professional' drivers, whether behind four wheels or 16.

Since my membership started, having been on the road in sales since 1975, I have felt reassured that you have been there in the background with assistance and support.

Thankfully, I have never needed either your legal or employment support.

Retirement beckons and now, after recent years driving company cars than LGVs, I now have to find my own car insurance and quite surprising too.

Amazingly, with an employer's note free of accident claims, zero points on a licence and more professional miles driven (over a million), in tougher conditions than our weekend cousins, quotes are higher than someone ambling around covering 5,000 miles a year.

Keep up the good work.

Paul McRoberts
Lancashire Eccles Cakes

I have finally decided to leave the union having been retired for some months.

I would like to take this opportunity to thank you all for just being there as, although I have never had any real problems in my working life, I have always felt reassured that you were just a phone call away to give me advice and ready to support me if needed.

Thank you.

Paul Perry
By email

Due to retirement, after 42 years of driving HGVs, I now wish to cancel my subscriptions.

I've been with the union for 23 years and it's been a pleasure to belong to an organisation that looks after its workers.

The industry has changed for the better and the Union has played a big part of that.

Looking forward to many years of retirement.

Mr AJ Cook
By email

DISCIPLINARY

I would like thank URTU and especially the National Officer, Brian Hart, for representing me at a disciplinary hearing with my employer.

The outcome was better than I expected although, without Mr Hart's expertise and effort, the outcome would have been very different.

This episode has proven to me, once again,

how important it is to be in a recognised trade union and, more so, a specialised one relating to the industry I work in.

May I also thank URTU Regional Officers, Chris Dubber and Mr Lee Pimbley, for their expert advice too.

Mr B Casey
By email

Health Report

ARE YOU AT RISK OF PROSTATE CANCER?

Prostate Cancer UK tells Wheels who is most at risk of the disease and what they should

What is prostate cancer?

Prostate cancer is the most common cancer in men, with around 400,000 living with and after the disease in the UK. One in eight men will be diagnosed with prostate cancer in their lifetime. The prostate is a gland, which is usually the size and shape of a walnut and grows bigger as you get older. It sits underneath the bladder and surrounds the urethra, which is why men with prostate problems might experience problems urinating. Some prostate cancers grow slowly and may never cause any problems. But some men have prostate cancer that is more likely to spread and cause harm. These cancers therefore need treatment.

Are there any symptoms?

Most men with early prostate cancer don't have any signs or symptoms. This makes it even more difficult to spot, and that's why it's so important to know about your risk. Men who do have symptoms might experience some urinary problems such as needing to urinate more often, especially at night, or a change in their flow. These can be mild and happen over many years, and more likely to be caused by something other than prostate cancer. But it's still a good idea to get them checked out by your GP. If prostate cancer spreads outside the prostate, it can cause other symptoms such as pain in the back, hips or pelvis, erection problems, blood in the urine or semen, or unexplained weight loss.

Who is most at risk?

The following things can affect your risk of developing prostate cancer:

■ Age

Prostate cancer mainly affects men over 50. The average age for men to be diagnosed with prostate cancer is between 65 and 69 years. While men under 50 can get prostate cancer, it isn't very common and your risk increases as you get older.

■ Family history and genetics

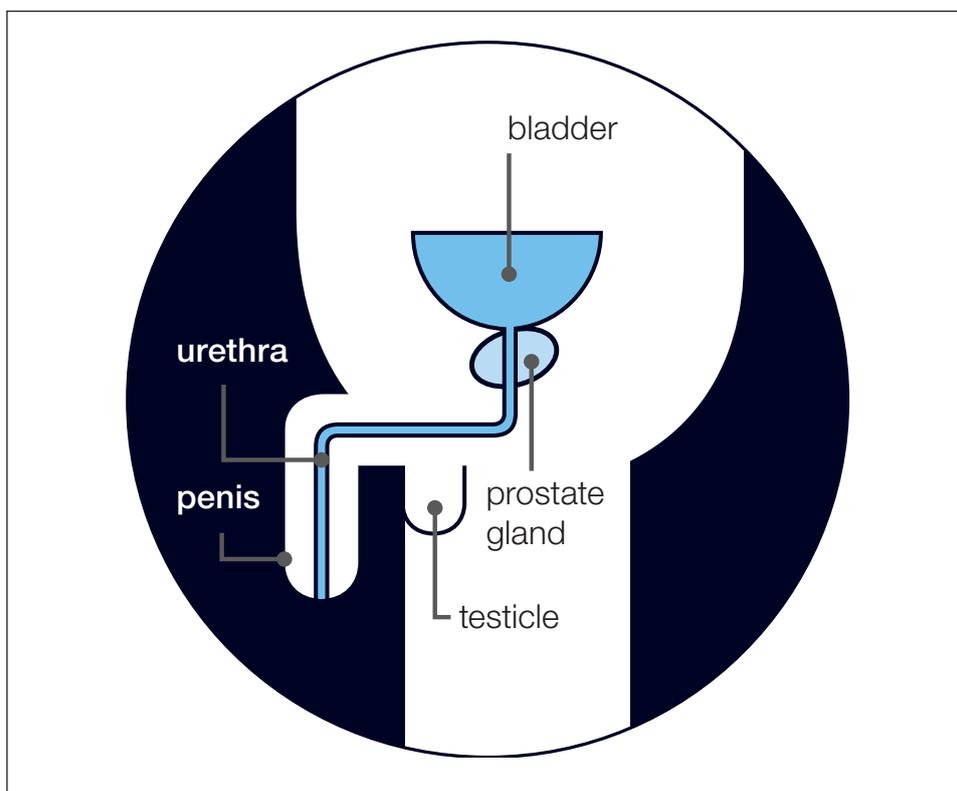
You're two and a half times more likely to get prostate cancer if your father or brother has had it, compared to a man who has no relatives with prostate cancer. Men with a family history of prostate cancer may also be at higher risk of prostate cancer at an earlier age and may want to have a conversation with their doctor from age 45.

■ Ethnicity

Black men are twice as likely to get prostate cancer as other men. About 1 in 4 black men will get prostate cancer at some point in their lives. If you're black, you may also be more likely to get prostate cancer if you're aged 45 or over – and your risk increases as you get older.

How to check for prostate cancer

If you have any concerns about prostate cancer it is best to speak to your GP and find out if having tests is right for you. There is no single



do about it.

test to diagnose prostate cancer. There are a few tests that a GP can do to find out if men have a prostate problem. The main tests include:

- a urine test to rule out a urine infection
- a prostate specific antigen (PSA) blood test
- a digital rectal examination (DRE)

Before having these tests, the GP should explain what they involve and talk through the advantages and disadvantages. They help men understand more about prostate cancer and their own risk of getting it.

Support for anyone affected by prostate cancer

Anyone who has been affected by prostate cancer or has any concerns can contact Prostate Cancer UK's Specialist Nurses in confidence on 0800 074 8383 (Mon-Fri 9am-6pm, Wed 10am-8pm).

Alternatively, visit prostatecanceruk.org to read more about prostate cancer. The website also has information about further support services, which are open to men, their families and friends.

Laura James, Head of Clinical Services at Prostate Cancer UK, said:

"One in eight men are diagnosed with prostate cancer in their lifetime. We want men to be aware of their risk of the disease. Men over the age of 50 are at higher risk of developing prostate cancer, and the risk is further increased in black men and men with a family history of the disease.

"Often, men with early-stage prostate cancer may have no symptoms, but if you notice any changes, particularly to your urinary habits, please don't ignore them and have a chat with your GP. Anyone with concerns about a prostate problem or prostate cancer can also contact



Gary Pettit, 49, from Loughton, Essex

Gary is a Financial Futures Broker and at his previous job had yearly medical check-ups. In 2012 at his medical, the doctors picked up something irregular on his PSA (Prostate Specific Antigen) blood test. Further tests and biopsies later, Gary received the devastating news that he had prostate cancer.

"I wasn't too surprised when I first heard the news, as my dad also had prostate cancer, but I was shocked that I was diagnosed with the disease in my 40s.

"I didn't think I had to worry about prostate cancer until later on in life, but looking back now, as my dad had prostate cancer too, I should have been more aware of the disease and my risk

factors and not have waited until I discovered my prostate cancer by chance.

"Luckily I caught the cancer early and underwent successful surgery to remove the prostate. I would encourage any man to be aware of their risk factors and to speak to their GP if they are at risk of getting prostate cancer or have any concerns about the disease."

Gary is now living a healthy life, having overcome the disease. He is an avid supporter of Prostate Cancer UK and is keen to raise vital funds for the charity and awareness of the disease.

Prostate Cancer UK's Specialist Nurses in confidence on 0800 074 8383 or chat with them online."

www.prostatecanceruk.org/nurses

Prostate Cancer UK is a registered charity in England and Wales (1005541) and in Scotland (SC039332). Registered company 02653887.



URTU Campaign

WE NEED AN OUTRIGHT BAN ON ZERO-HOUR CONTRACTS

A zero-hour contract is one that gives you no guaranteed minimum number of hours each week. So they make your work unpredictable:

- One week you could be doing 30 hours, the next just three.
- Everything is at the whim of the employer.
- How do you budget for your mortgage or rent, or arrange childcare?

That's why URTU is fighting to stamp out these contracts.

Too many workers are being denied job security and can miss out on sick pay and holiday. Insecure work is out of control. Every worker should have the right to a contract that guarantees the hours they work and the conditions they need for a decent working life.

Too often zero-hour contracts are being used to exploit workers. Hours are never guaranteed, making financial planning impossible and anxiety inevitable. If something goes wrong, there is no safety net.

Over half of zero-hour contract workers have had a shift cancelled at less than a day's notice.

Zero-Hour workers are:

Zero-Hour workers are **Twice as likely to work 'health risk' night shifts**

Zero-hours workers are more than twice as likely to work night shifts than other workers, according to new union analysis.

The analysis shows that on a range of key measures, zero-hours workers are having a tougher time those in secure employment.

Nearly a quarter regularly work through the night, compared to 1 in 10 of the rest of the workforce.

Night-working has been shown to increase long-term health impacts, such as heart disease, shortened life expectancy and risk of cancer.

Zero-Hour workers are **Paid less**

People on zero-hour contracts are paid around a third (£4.10) less an hour than other workers. This is despite the fact that many are responsible for supervising other workers.

Zero-Hour workers are **Struggling to find work:**

One in seven zero-hour workers do not have work each week. Zero-hours workers work on average 25 hours a week, compared to the average worker, who works 36 hours a week.

URTU Campaign - 'Stamp Out Zero-Hour Contracts during 2019'

URTU is calling for a ban on zero-hour contracts alongside further action from government to tackle exploitative and insecure work.

Union polling shows that two-thirds of zero-hours workers prefer to be on permanent, secure contracts.

The vast majority of people on zero-hour contracts want out. The only flexibility offered to them is what's good for employers. Zero-hours workers regularly work through

the night for low pay, putting their health at risk. And many face the constant uncertainty of not knowing when their next shift will come.

We need action from government the now to stamp out these exploitative contracts once and for all.

Get involved

You can pledge to stamp out zero-hour contracts during 2019:

- Send a message to your MP asking them to "pledge to ban zero-hour contracts".

A link to find your local MP's details is available at www.urtu.com.

- Sign an online petition at www.urtu.com calling for a ban on all zero-hour contracts.
- There's strength in numbers. So why not see if your friends and colleagues at work want to join URTU and we can all pledge together to ban zero-hour contracts.

Related Article: **Ban on zero-hours contracts: A victory for Irish unions (p20/21)**.

Logistics Talk

INVEST DRIVERS HOURS' WINDFALL INTO ROAD SAFETY

James Firth, Head of Road Freight Regulation Policy at FTA, talks to Wheels about how a £3million Treasury windfall, achieved by collecting fines from historical drivers, hours offences should be invested immediately into the stricter enforcement of road safety standards.

The Driver and Vehicle Standards Agency has announced an increase of penalty revenues of greater than 700% after the first year of new enforcement powers had come into force.

This £3million Treasury windfall, achieved by collecting fines from historical drivers' hours offences, should be invested into the stricter enforcement of road safety standards. This windfall must not disappear into a Treasury black hole: instead, it should be invested immediately into the stricter enforcement of road safety standards, particularly for van drivers and non-GB operators, where road safety standards are much lower. This initiative has handed the Chancellor a gift of a magnitude that no one expected and which could make a significant impact to improve the overall safety of the UK's roads.

While the DVSA's enforcement of commercial vehicles is almost exclusively funded by regular fees, paid for by operators

when they get their vehicles tested, all fines go back to the Treasury, not the agency; FTA hopes the Treasury will unlock this revenue to provide much-needed road safety funding. The enforcement of van safety standards has reduced by half in the last five years; enforcement of non-GB van operators is marginal. FTA and its members, particularly those operating vans, strive for high levels of compliance with the law and we want to see a much stronger enforcement effort against those who hold a disregard for road safety. Vans are now a ubiquitous sight on the UK's roads, and provide a vital link in the nation's supply chain – but it is important that their operation is held to a similar enforcement effort as applied to other vehicles. Investing this windfall in improved enforcement capabilities would reassure reputable road users, and ensure that the UK's complex supply chain can continue to operate to maximum efficiency, without the threat of rogue or unscrupulous operators.



Background

From 5 March 2018, the DVSA enforcement staff have been able to issue fines of as much as £300 each for up to five drivers' hours offences committed in the previous 28 days. DVSA's powers were changed to allow it to take tougher action against all drivers exceeding their hours. The enforcement rates of van mechanical safety standards has fallen from 20,520 in 2014 to 9,512 in 2017; enforcement against non-GB vans are measured in the hundreds annually. In comparison, 26,671 mechanical enforcement checks and 28,791 drivers hours checks of HGVs took place in 2017.



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 or write to
**Wheels, Almond House,
Oak Green, Stanley Green
Business Park, Cheadle
Hulme, SK8 6QL**

TUC Blog

BAN ON ZERO-HOURS CONTRACTS A VICTORY FOR IRISH UNIONS

Matt Creagh is a TUC employment rights policy officer, covering labour market enforcement, employment tribunal fees and family friendly rights. Here he talks to Wheels on how Irish unions have won a significant victory for the lowest paid, and most insecure, workers.

In March, following sustained union campaigning, Irish legislation came into force which bans zero-hours contracts and secures other key rights for workers in insecure employment.

This is ground-breaking, and gives added impetus to the UK union campaigns to ban zero-hours contracts. TUC analysis shows that there are 850,000 workers in the UK trapped on zero-hours contracts.

Patricia King, the general secretary of the Irish Congress of Trade Unions, described the legislation as “one of the most significant pieces of employment law in 20 years”.

Irish unions have won three key rights for zero-hours workers, that UK workers don't yet have:

- Zero-hour contracts are now banned, in almost all circumstances.
- Workers have the right to compensation from their employer if they turn up for a shift but are sent home without work.
- Workers are entitled to guaranteed hours of work that reflect their normal working week.

Key problems faced by zero-hours workers in the UK

Zero-hours contract workers do not have guaranteed, specified working hours, despite often working regular hours. Zero-hours contracts often don't reflect the true nature of the employment relationship. Other problems include:

- Employers having complete discretion over working hours. Workers must make themselves available for work at their boss's request. They are effectively on call constantly.
- Zero-hours contract workers face great uncertainty about their working hours and income, making it harder to plan their finances and other needs such as childcare.
- Workers have reported being denied bank loans and mortgages because of the lack of guaranteed hours in their contracts.
- Job insecurity triggers stress and anxiety

amongst many workers, who have bills to pay and families to support.

- These workers are much less likely to receive key employment rights than they are legally entitled to, such as sick and holiday pay.
- Workers who raise workplace issues or are unable to work when required by the employer, will often find their working hours reduced as a form of punishment.

The campaign to ban zero-hours contracts in the UK

In many workplaces, unions are negotiating agreements with employers that prevent the use of zero-hours contracts, making sure that workers have greater financial and job security. The Low Pay Commission is an independent body that advises the government about the National Minimum Wage. It has written to the government advising it to adopt almost identical measures to those set out in the Irish legislation. It has also suggested that workers should have a right to reasonable notice of their work schedule.

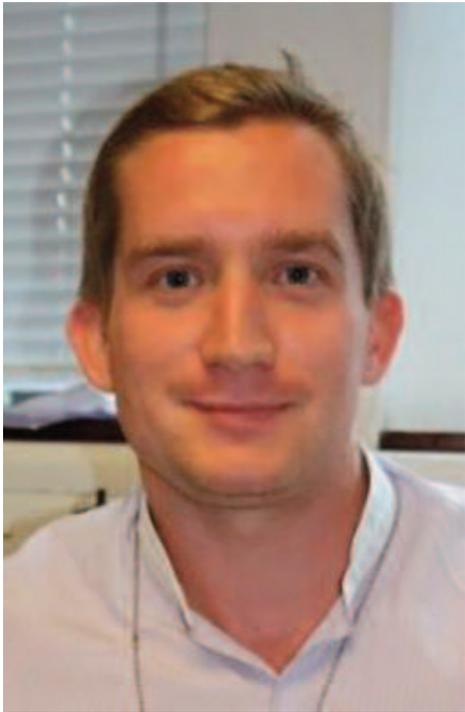
The Low Pay Commission recognises that there is a problem with “one sided flexibility” in the labour market, which enables employers to have an “on demand” workforce, while minimising their obligations to the people who work for them.

Government must do more

The government recently published a Good Work Plan in response to the 2017 Taylor Review of Modern Working Practices. The recommendations from both the review and the plan are inadequate. They fail to take any measures which will guarantee greater job security for people working on zero-hours contracts.

The government proposes introducing the ‘right to request’ - a more stable and predictable contract after six months in the job. We have





repeatedly said the 'right to request' is no right at all. It provides workers with the option to ask, but no right to receive, so the power dynamic remains firmly in favour of the employer. Nevertheless, the government is likely to introduce an employment bill to implement some of the other recommendations in its plan. The TUC will continue to press for a ban on zero-hours contracts to be included in this legislation.

An alternative to zero-hours contracts is possible

The UK government has fostered an environment where businesses can operate with very limited obligations to the people who work for them. They defend this business model by saying it allows both employer and worker more flexibility to determine their working arrangements.

This does not reflect reality: many people on zero-hours contracts are trapped in these jobs, unable to turn work down that their employer offers them. TUC research has shown that most zero-hours contract workers would prefer a contract with guaranteed hours.

The Irish unions' campaign and subsequent legislation has demonstrated the viability of banning zero-hours contracts. Trade unions negotiating agreements with employers, to provide greater job security for their workforce, is evidence that it is possible to operate a business without having a brazen disregard for the workforce.

The government should recognise the weight of evidence from home and abroad that a ban on zero-hours contracts is long overdue.



It is a legal requirement, under General Data Protection Regulation (GDPR) that we keep up-to-date membership records. Please notify us promptly 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.**

**FREEPHONE 0800 52 66 39
or email info@urtu.com**

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

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Call **0800 916 9022** today

Your Shout

Men's Mental Health at Work How unions can help men to open up

Mark Everden, Regional Organiser (Education) Unison South West, talks to Wheels about being diagnosed with clinical depression.

It's a bit of a cliché - the strong and silent man, the stiff upper lip. But sometimes clichés are clichés because they contain a truth. The truth here is that men often don't talk about their mental health, or indeed their feelings at all.

I was first diagnosed with clinical depression in my mid-teens. I was diagnosed with Generalised Anxiety Disorder a few years later. I was 18 when I first attempted suicide. I'm now 53 and my second (and hopefully last) attempt was four years ago. In the intervening years I've experienced good mental health and bad mental health. I've had periods when I've been really on top of my life, and times when I could barely function. But one thing that defined most of those years was my inability to talk to another human being (who wasn't my GP) about my mental health.

And I'm not alone in this. Currently, the biggest killer of men between the ages of 18 and 45 in the UK is suicide. There is a national crisis of mental health, yet men are far less likely than women to seek help for their mental health issues. Only 53% of men who have depression have spoken to a friend about their illness, as opposed to 75% of women.

For as long as I can remember, people have told me to 'man up' when I've seemed low. Once you reach a certain age, the perfectly natural act of crying to release emotions becomes a problem for boys. If you cry, you're seen as weak, effeminate or odd. So you just stuff it all back down inside, wear a mask and act like 'one of the lads'. Both my suicide attempts happened not because I didn't

want to live anymore, but because I was so full of unexpressed emotions, I felt like I was going to explode. Men also face self-image problems which I believe are being exacerbated by social media. The constant pressure to have the perfect body is no longer just something women experience. NHS figures show that over the last decade male hospital admissions for eating disorders have risen by 70%. This is not to detract from women's experiences of mental ill health; women are far more likely to be diagnosed with an anxiety disorder than men, and cuts to mental health services have disproportionately affected women. However, I believe there is still an urgent discussion to be had in the trade union movement about men's mental health.

The question is, what needs to be done?

Firstly, there is an urgent need to de-stigmatise talking about mental health for men. The Campaign against Living Miserably (CALM) and Heads Together have done good work in this area, but I would argue that trade unions could add to this substantially by creating discussions in the workplaces we represent.

Unions can play a role in helping employers set up networks of Mental Health Champions or First Aiders. Crucially though, we can also negotiate strong and effective mental health policies that help men (and women) talk about their issues without fear of judgement.

We must also continue to campaign for a fully funded NHS and mental health services that

provide the support, treatment and space to talk that is so desperately needed to tackle the mental health crisis in this country.

'I became the change'

Four years ago, I took the decision to be open about my mental health issues. I was terrified. Unsure if I was making the right choice. But I knew that carrying on as before would eventually kill me. So I started talking to friends, family and my employer. I wanted them to see that it's ok for men to talk openly about how they feel. To paraphrase Gandhi, I became the change I wanted to see. This decision was the starting point of my recovery. I now have a support network that gets me through the days when I feel that I can't cope as well, and I have an employer that genuinely

helps and supports me. What I want most of all, is for everyone to feel able to be more open about their mental health.

Get talking

Every trade union activist, rep, officer, even members should be asking: what is my union doing to help men and women talk about and get support on mental health? And what can I do to help?

Many unions are running courses and events that help reps understand the impact poor mental health can have on people's lives, including what workplace initiatives can be developed to bring about healthier and safer workplaces. But small things matter, such as making the time to really talk to your workmates. And above all, not using the old clichés such as 'Man Up'.



Mental Health Awareness

URTU Learning Mental Health Awareness Workshops

Mental Health Awareness is a key workplace theme and, following on from the success of last year's workshop in Derby, URTU Learning recently hosted two further Mental Health Awareness workshops, in Northampton and Newport, Wales.

Nigel Williams, a tutor from Manchester College, delivered the first workshop in Northampton and Kim Johnson, a project worker at CWU, ran the Newport workshop. The workshops started with an informal session where delegates were asked to introduce themselves and find out what they wanted to

achieve from the day.

Following the opening session, delegates took part in a Mental Health awareness quiz. One statistic that came out during the quiz is that evidence suggest that 12.7% of all sickness absence days in the UK can be attributed to mental health conditions.

In the afternoon, the workshops examined how to try raise awareness of poor mental health within the workplaces and ensure that key policies are in place to support workers. The workshops 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. The workshops closed with a question and answer session and informal chat.

Positive Response

At the close of both workshop, there was a very positive response. All the delegates at both workshops said that they had gained useful information which they could take away with them.

It is great to see so many people taking a keen interest in mental health awareness and the URTU Learning is able to facilitate this.



URTU Mental Health First Aider Training Course

In May, the two-day URTU Mental Health First Aider Training course took place in Milton Keynes. The course was delivered by Nigel Williams, a tutor from Manchester College. URTU representatives attending the course were also joined by three members of management from FTX Logistics and it was encouraging to see them taking the matter of

metal wellbeing seriously. The course dealt with some very important and also delicate subjects. It explored the various types of mental health issues and how these affect both the individuals who have the issues and also their families, workmates and employer. The first to be looked at was depression,

including its effects on everyone concerned, its causes and also some of the methods used to try and combat or limit its effects on individuals. The afternoon session looked at suicide and the data surrounding this issue, including the high suicide rates amongst men. The delegates were then asked to consider a design which could be placed on a t-shirt which they felt best represented mental illness. These designs were then looked at by the rest of the course members on the first session on Friday morning.

There were some excellent and powerful images designed by the delegates and demonstrated how mental health issues mean different things to different people. Friday's session also looked at the support available and the different organisations who are there to give help and advice. The delegates also looked at ways in which initial conversations could be held with members and how important these can be.



Mental Health England

The course is supported by Mental Health England and is designed to help individuals give very basic support to people with mental health issues in the workplace. It is not in any way intended to replace the professional help available or take away the employer's responsibilities, but rather to help supplement the help that is already there and to signpost individuals to where they can get more professional help.

It was great to see the enthusiastic participation of all the delegates and how willing individuals were to open up and participate in all the activities. It was also good to see the respect that they had for each other and the support shown during some difficult subjects.

By the end of the course, the delegates came away with a lot more knowledge on the symptoms and effects of different mental health issues and how to help support and signpost individuals with these issues.

They also had a better understanding on how to look after their own mental health and the signs to look out for in order to help keep themselves mentally healthy.

The course proved to be very successful and not just helped with raising awareness of mental health, but also gave practical solutions on how to help give that initial support, signpost individuals and also work with the employer to give more long term support.



Learning News

Essential IT Skills Training at Wincanton (Wilkinson) Magor

Seven learners at Wincanton (Wilkinson) Magor recently completed their Essential IT Skills training with Cardiff and Vale College, organised by URTU Learning. The course helped them to deal with everyday use of computers as well as day to day job tasks.

The company has supported the delivery by providing facilities for the course to run. Paul Partridge, URTU Union Learning Rep at Wincanton Magor, said: "Things that were a mystery were brought to life and it raised the need to just play with a computer regularly to really know how to use

it. "The varied tasks made using the technology in supporting real projects an instant possibility. "Learners could not believe how much they learnt in three months and are keen to progress onto more training".



Learners with Anne Reardon-James (Learning Tutor)

URTU LEARNING - MEET THE TEAM



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FREE DISTANCE LEARNING IN SCOTLAND AND ENGLAND

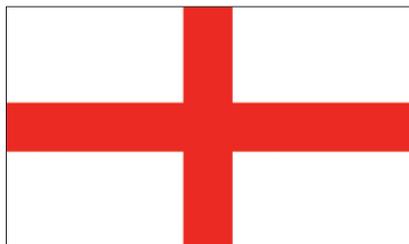
The following distance learning courses are available to URTU members living in either Scotland or England.



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 anyone 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 enquire about a course contact Claire O'Brien on either 0161 486 2108 or Claire.obrien@urtu.com

URTU Course Dates 2019 - 20

Your Union is running training courses for Shop Stewards, Health & Safety and Union Learning Reps throughout 2019 and 2020 at Ruskin College, Oxford. If you are interested in taking part in any of the courses, please call 0161 486 2108 or email claire.obrien@urtu.com.

SEPTEMBER 2019 2 - 6 September Basic Shop Steward	SEPTEMBER 2019 16 - 20 September Basic Health & Safety	OCTOBER 2019 14 - 18 October Union Learning Rep Stage One
JANUARY 2020 14 - 17 January Basic Shop Steward	FEBRUARY 2020 3 - 7 February Advanced Shop Steward	APRIL 2020 20 - 24 April Advanced Health & Safety
MAY 2020 11 - 15 May Union Learning Rep Stage Two	JUNE 2020 1 - 5 June 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.

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 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 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.

Please note that, in accordance with the General Data Protection Regulations (GDPR), we require you to notify Head Office promptly of any changes to your personal details.



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 ballooning 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 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.