

November 2021
Wheels

UR

UNITED
TRANSPORT

Puddletown
(A 354, A 35)

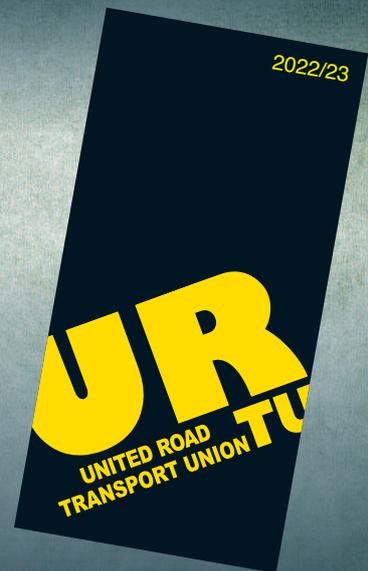


**Climate
Action**

NOW

INSIDE

2022/23



**YOUR 2022/23
URTU DIARY**



**URTU REPRESENTATIVE
TRAINING COURSES RESUME**

GENERAL SECRETARY

Driver Shortage

You can read in this edition of our journal 'Wheels' ('Letters' Page 24 / 'Education News' Page 16) a considerable amount on the well publicised question of the shortage of professional LGV drivers and the reasons behind that shortage. Whilst I am unsure at this stage what I might usefully add to the debate in this column, I thought it might be of interest to you to read the following quotations:-

"The reality is that real wages, adjusted for inflation, have fallen more than in any comparable period in a century and a half. Between 2009 and 2013 real wages dropped by 8 per cent. A substantial decline in collective bargaining has led to a period when wages have undergone an unprecedented slump."

"Our industry seems oblivious to the fact that very few individuals view professional driving as a long term commitment to the profession Unless and until terms and conditions of employment improve then, I am afraid, there will be an ongoing shortage of professional drivers ... Unless wages are improved soon, there will be an even deeper crisis to deal with ..."

Both of the above quotations are taken from my column from different editions of our journal 'Wheels' printed during the summer and autumn of 2014 ... yes, that is correct, it is not a printing error, **2014**, over seven years ago! I started this column in our journal by stating that I was not sure that I might offer anything of use to the debate over the professional driver shortage. Perhaps it should be fitting, having reiterated my own observations / comments of over seven years ago in



I am certain that Pete is going to easily take the step, from effective Shop Steward to excellent full-time official, in his stride.

respect of driver shortages / wages, that I equally reiterate that which I stated all those years ago, it being equally as relevant today as it was then;

"What is required is a recognition by professional LGV drivers, that in order to improve terms and conditions of employment, it is imperative to organise into a 'collective', under the banner of trade unionism If you are a professional LGV driver, join a Union that understands what it is like to be a wagon driver in today's world."

'Wheels' August 2014

Rule / Policy Changes

In the last edition of our journal 'Wheels' (June 2021, p10), you were afforded the opportunity as a member, to seek to amend any of the proposed changes to our Union's current Rule Book. I can inform you that, as you will read in this edition of 'Wheels' (p10) that no amendments were received and your National Executive Committee have sought to support the proposed rule and policy changes outlined on page 10 of this edition of 'Wheels'.

Regional Officer

On page 5 of this edition of 'Wheels', you can read about the recruitment of our newest Regional Official, Pete McKeivitt. I have been fortunate enough to have recently spent the best part of a week working with Pete in Scotland, geographically part of his future regional responsibility.

Having done so I am certain that Pete is going to easily take the step, from effective Shop Steward to excellent full-time official, in his stride. 'Good Luck' in your new role Pete.

Until Next Time drive safely.



Bob Monks
General Secretary

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All the very latest from URTU to keep you well informed and up to date

In the News

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TUCG PAMPHLET: CLIMATE ACTION NOW



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SLEEPINESS & TIREDNESS

Other Conditions which may cause Sleepiness / Tiredness



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URTU HEAD OFFICE

Almond House, Oak Green,
Stanley Green Business Park,
Cheadle Hulme, SK8 6QL

Tel: FREEPHONE 0800 52 66 39
Email: info@urtu.com

GENERAL SECRETARY
Bob Monks Tel: 0161 486 2100

NATIONAL OFFICERS
Brian Hart Tel: 01695 576361

REGIONAL OFFICERS

REGION 1
Peter McKeivitt Tel: 07775 852982

REGION 3
Neil Hunter Tel: 07876 594524

REGION 9
Kevin Ashby Tel: 07775 852990

REGION 11
Joanna Richards Tel: 07912 215888

WHEELS MAGAZINE

Editor: James Bower
Tel: 0161 486 2103
Email: info@urtu.com

Printing:

Buxton Press
Palace Road
Buxton
Derbyshire
SK17 6AE

Tel: 01298 21 2000
Fax: 01298 21 2001

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In the News

URTU REPRESENTATIVE 'FACE-TO-FACE' TRAINING COURSES RESUME

Your Union is delighted to announce that, after a 20 month hiatus due to the Covid-19

pandemic, we were recently able to resume our URTU 'Face-to-Face' Representative training.

During the pandemic we have looked closely at ways of improving the training offered,

which has resulted in changes to the course provider, schedule and location of the courses.

The first course since the changes was a Basic Shop Steward course, which took place from 4 - 7 October 2021 at the new home for URTU Representative training - Quorn Grange Hotel in Quorn.

The course was run by Manchester College with Nigel Williams being the main tutor. URTU training courses now run from Monday afternoon until Thursday afternoon in order for as many members as possible to have the opportunity to attend. The first was a great success with very positive feedback from all the delegates completing the courses.

More Information

For more information about URTU Representative training courses, including course dates for the first part of 2022, see page 20/21 of this issue of 'Wheels'.



URTU Regional Officer, Joanna Richards, with the delegates at the Basic Shop Stewards training course at Quorn Grange Hotel

TUCG PAMPHLET: CLIMATE ACTION NOW

The Trade Union Co-ordinating Group (TUCG) has recently produced a pamphlet 'Climate Action Now'.

TUCG member unions, including URTU, are calling on our movement and others to work together to understand the requirements and impacts of decarbonisation across our whole society and economy, in all sectors - energy, transport, construction, food and agriculture, and public services including frontline emergency services. In the pamphlet, each of the eleven TUCG national unions report on actions taking place within their sector.

On page 12 of this issue of Wheels you can also read the TUCG climate statement, signed by all of the trade unions affiliated, which was produced for the recent COP26 conference in Glasgow. It calls on trade unionists and allies to support four key principles that we believe are essential to underpinning our demands as part of a transition to a sustainable economy and society.

A copy of the 'Climate Action Now' pamphlet is available on our Union's website www.urtu.com. Alternatively, email info@urtu.com and we will send you a copy.



PETER MCKEVITT JOINS URTU REGIONAL OFFICER TEAM



We are delighted to announce that, following the acceptance of an offer made by our National Executive Committee, Peter McKeivitt has taken up the position of the URTU Regional Officer for Region 1.

Peter was previously the URTU Shop Steward at KBR FTX Logistics for the last 5 years. At FTX he was responsible for driving and operating the British Army's Heavy Equipment Transporter (HET) in the UK and worldwide. Recently he completed a 5-month tour of Estonia moving NATO heavy armour and equipment around Eastern Europe as part of the UK Armed Forces commitment to NATO. Peter has previously completed both the TUC Basic and Advanced union Representative Courses as well as a Mental Health first aid course. He is also currently studying for a Diploma in Employment Law.

Bob Monks, General Secretary, said: "I am delighted that Peter has joined the URTU Regional Officer team. I am sure that the addition of Peter to the URTU Regional Officer team will be a great asset to our Union".

WILL WRITING

URTU members can now access a free basic will writing service through Thompsons solicitors.

The user-friendly online service will take you through a short questionnaire and draw up a will depending on your wishes.

If your will is complex, for example if you have been previously married or you wish to make provision for a vulnerable family member, then you will be offered a quote for the cost of your will, on special terms.

For more information, visit page 15 of this issue of Wheels.

You can access your will writing service by visiting:
www.thompsonstradeunion.law/URTU

MINIMUM WAGE

The new National Living Wage (NLW) and National Minimum Wage (NLW) rates will come into force from April 2022. The National Living Wage (NLW) will increase by 6.6 per cent from £8.91 to £9.50.

MINIMUM WAGE INCREASES FROM 1 APRIL 2022

NLW for over-23s:	From £8.91 to £9.50 an hour
NMW for those aged 21-22:	From £8.36 to £9.18 an hour
NMW for 18 to 20-year-olds:	From £6.56 to £6.83 an hour
NMW for under-18s:	From £4.62 to £4.81 an hour
The Apprentice Rate:	From £4.30 to £4.81 an hour

Although the increases are welcomed, URTU, and many other trade unions, want to see Government go further. We want to abolish the current minimum wage bandings, which discriminate based upon age, and set a new national minimum wage of £10 per hour immediately.

In the News

SMALL INCREASE IN CONTRIBUTIONS

In these difficult financial times, the URTU has limited the increase in Union contributions.

	Weekly		Monthly		Quarterly		Half-Yearly		Annually	
	From	To	From	To	From	To	From	To	From	To
Scale A+BF	£3.75	£3.98	£16.22	£17.20	£48.70	£51.64	£97.43	£103.31	£194.86	£206.63
Scale A	£3.25	£3.32	£14.14	£14.42	£42.45	£43.30	£84.94	£86.64	£169.90	£173.30
Part-Time	£1.79	£1.79	£7.86	£7.86	£23.59	£23.59	£47.19	£47.19	£94.39	£94.39

For members paying their contributions through their Bank or Building Society, this increase will take effect for all payments due after 01 January 2022. 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.

APPLICATION FORMS

If you have a stock of URTU application forms **PLEASE CHECK** that you have the **2022 APPLICATION FORM** before handing them out.

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.

The 2022 monthly contribution rate for Scale A+BF is £17.20

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

UR
UNITED ROAD TRANSPORT UNION

Application for Membership 2022

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
Scale A+BF	£17.20 <input checked="" type="checkbox"/>	£51.64 <input type="checkbox"/>	£103.31 <input type="checkbox"/>	£206.63 <input type="checkbox"/>
Scale A	£14.42 <input type="checkbox"/>	£43.30 <input type="checkbox"/>	£86.64 <input type="checkbox"/>	£173.30 <input type="checkbox"/>
Part-Time	£7.86 <input type="checkbox"/>	£23.59 <input type="checkbox"/>	£47.19 <input type="checkbox"/>	£94.39 <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

ADR DRIVERS DGDT SURVEY

The Dangerous Good Division within the Department for Transport (DfT) has commissioned a survey for completion by ADR drivers who have completed Dangerous Good Driver Training (DGDT) and hold an ADR Driver Training Certificate. The aim of the survey is to help the Department understand how ADR drivers are using their ADR Certification in practice.

A link to the survey can be found at www.smartsurvey.co.uk/s/PYDDZI/

The data provided will be submitted anonymously and this data is for DfT use only. DfT will be the only party able to access the results of this survey. Deadline for completing the survey is 26 November.



Department for Transport

NEWS

Do you have any news that would be of interest to URTU members?

Call 0161 486 2103 or email info@urtu.com

YEAR PLANNER

Inserted in this issue of Wheels is a URTU 2022 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, email info@urtu.com or call FREEPHONE 0800 52 66 39.

Year Planner 2022
 Dedicated to serving the interests of workers in distribution and logistics
UR TU
 UNITED ROAD TRANSPORT UNION

	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER
MONDAY	1	8	15	22	29	5	12	19	26	2	9	16
TUESDAY	2	9	16	23	30	6	13	20	27	4	11	18
WEDNESDAY	3	10	17	24	31	7	14	21	28	5	12	19
THURSDAY	4	11	18	25	1	8	15	22	29	6	13	20
FRIDAY	5	12	19	26	2	9	16	23	30	7	14	21
SATURDAY	6	13	20	27	3	10	17	24	31	8	15	22
SUNDAY	7	14	21	28	4	11	18	25	1	9	16	23
MONDAY	14	21	28	4	11	18	25	1	8	15	22	29
TUESDAY	15	22	29	5	12	19	26	2	9	16	23	30
WEDNESDAY	16	23	30	6	13	20	27	3	10	17	24	31
THURSDAY	17	24	1	7	14	21	28	4	11	18	25	1
FRIDAY	18	25	2	8	15	22	29	5	12	19	26	2
SATURDAY	19	26	3	9	16	23	30	6	13	20	27	3
SUNDAY	20	27	4	10	17	24	31	7	14	21	28	4
MONDAY	27	4	11	18	25	1	8	15	22	29	5	12
TUESDAY	28	5	12	19	26	2	9	16	23	30	6	13
WEDNESDAY	29	6	13	20	27	3	10	17	24	31	7	14
THURSDAY	30	7	14	21	28	4	11	18	25	1	8	15
FRIDAY	31	8	15	22	29	5	12	19	26	2	9	16
SATURDAY	1	9	16	23	30	6	13	20	27	3	10	17
SUNDAY	2	10	17	24	31	7	14	21	28	4	11	18

www.urtu.com FREEPHONE 0800 52 66 39 info@urtu.com

ROAD SAFETY WEEK 15 - 21 November 2021

Your Union has given its full support to Road Safety Week 2021, which is taking place from 15 - 21 November 2021.

This year's theme is **ROAD SAFETY HEROES**, celebrating the amazing work of everyone who helps us make safe and healthy journeys and supports people after a road crash. Everyone can be a road safety hero. Road Safety Week 2021 celebrates

the professionals who are working to make roads safer for everyone - from designing safer roads to caring for people after a crash. It also enables everyone who uses roads to understand how they can take responsibility for their own safety and the safety of others. To find out more and get your free action pack, visit www.brake.org.uk/road-safety-week



CONTACT DETAILS

We would like to say a big 'thank you' to everybody who took the time and effort to complete and send us their up-to-date personal and employment details after our

request in the last issue of Wheels. The response was amazing but, unfortunately, it wasn't possible to thank everybody personally.

YOU UR
 Contact Details

If you change contact or address details in the future, please let us know. It is a legal requirement, under General Data Protection Regulation (GDPR) that we keep up-to-date membership records and also helps us to keep in contact with you.

TRADE UNION WAGE PREMIUM

In 2020 members of trade unions earned on average **4.1 per cent** more than the average worker in the United Kingdom.

The trade union wage premium is the percentage difference between the average hourly earnings of employees who are union members and those who are not. Without even taking into account all

the other benefits of being an URTU member, this alone makes it worthwhile being a union member.

4.1%

In the News

WORLD TOILET DAY

Our Union is using World Toilet Day on 19 November to highlight our ongoing campaign demanding improved access to toilet facilities for professional drivers at distribution centres and investment in roadside facilities.

Distribution Centres

You have a right to access toilets when you're working, indeed denying someone access to facilities is against the law.

Under the Workplace (Health, Safety and Welfare) Regulations 1992, businesses have obligations to provide suitable toilet and hand washing facilities to drivers visiting their premises.

Businesses which make or receive deliveries, should ensure that drivers have easy and safe access to toilets and hand washing facilities to support their health and well-being whilst carrying out their important work, which supports the economy.

Roadside Facilities

The poor quality and lack of roadside facilities for professional drivers in the UK is a national disgrace. Having a safe place to park with good toilet and washing facilities is essential.

Although we are pleased that the Government is listening to us, with the announcement in the Autumn Budget that over £32m is to be invested into roadside facilities, it is vital that Government continues to work with the industry to improve conditions for professional drivers.



URTU NOTICEBOARDS

Do you need up-to-date posters for your URTU Noticeboard or URTU Branch Office?

We have a couple of large (A2) URTU posters that we can post to you. There is a poster version of the URTU Driving Limits leaflet that was included with the last issue of Wheels, and a Traffic Signs poster highlighting common traffic signs aimed at professional drivers.

We can also design and send you posters that are specific to your site, such as a 'Your URTU Representatives' poster, as well as notices to inform members of any news or upcoming meetings.

Please email info@urtu or call 0161 486 2103 and let us know how we can help.



Your Shout

Getting the Chop



Every year Hovis adopts a charity to sponsor. This year all the Hovis sites throughout the UK are involved in raising money for their individual chosen charity.

The employees at Nottingham Bakery chose to adopt the charity **Rainbows**, which is a charity for children and young people with terminal and life changing issues.

A charity organising team was formed to try and develop ideas on how funds could be raised for the **Rainbows** charity. Several fundraising events were held, but the main attraction was myself (Pete Roe) having my head shaved!

In one of the charity meetings, I offered to have my shoulder length hair cut off and my head shaved in aid of the charity.

It was advertised all over the site that I was having the chop. On the canteen tv, on the

stairs, on the shop floor noticeboards and even on the clocking in machine. Soon everyone at Hovis Nottingham knew that I was having the chop. This was mainly thanks to the site HR team at Hovis Nottingham who arranged for the noticeboards and tvs to have info on them regarding my brave head shave pledge.

It was decided that the event would take place in the canteen with a carnival atmosphere and, finally, after numerous dates been cancelled due to the pandemic the deed was done and I finally had my lovely long locks shaved off. A loud cheer and generous applause followed the shaving of the last piece of hair.

On the day, lots of people turned up, including all the managers from each department, to give me lots of

encouragement. Considering that I am a very prominent Union Rep on site and have had many a strong exchange of words with most managers, I felt very humbled and emotional by their generous support and encouragement. It just goes to show that, despite our differences, we can all come together for the greater good.

The pledges and donations that were given for my chop exceeded £600.

At the same time, in addition to helping raise funds for the **Rainbows** charity through my head shave, I combined my efforts to help a friend raise money for children with cancer.

That friend is Richard Felix. Most of you may remember him from the 'Most Haunted' tv series. Richard survived cancer as a young teenager and was told he would not live beyond his teens.

Richard owns Derby Gaol and he arranged for a paranormal evening to take place at the Gaol and all the proceeds to go to support children with cancer. As I was already doing something for **Rainbows**, it didn't seem such a big deal to do something at the same time for another children's charity.

A spooky night was had by all and over £500 was raised on the night. Later Richard presented me with two signed copies of his books. A big thank you to Richard for his contribution to both causes.

I would also like to take this opportunity to thank everyone who sponsored me in my mission to raise funds for much needed charities. I am absolutely overwhelmed by everyone's generosity, support, and kind wishes.

So, from me to you all, a very big "thank you".

Pete Roe


rainbows
hospice for children and young people



RULE / POLICY CHANGES 2021

At the last National Executive Committee Meeting held over the weekend of 25/26 September 2021, following the Union's receipt of any potential amendments, consideration was given by members of our National Executive Committee to first, any amendments received and then the

proposed changes to the Union's Rule Book or matters of policy.

As there were no amendments received, our National Executive Committee moved to consider the proposed changes. All the proposed changes were approved and agreed for implementation by the National

Executive Committee.

The implemented rule changes are printed below will become effective from 30 May 2022.

Your attention is drawn to Rule 13 (6) of our Union's Rule Book, should you object to the below changes.

RULE CHANGES

Rule 13(9):

The removal of the last sentence of Rule 13(9). It no longer has any relevance - 'The National Executive Committee will also have the ability to approve the 2018 Triennial Delegates Meeting ('TDM') minutes'.

Amendment to Rule 14(5) – to read as follows:

In the event of a member of the National Executive Committee resigning, **failing to pay their membership contributions** or being removed by death or otherwise, another election shall take place and the person elected shall serve as a National Executive Committee member for the remainder of the unexpired term. **In the event that a replacement National Executive Committee member is not elected under this Rule, members of the National Executive Committee may nominate, in their absolute discretion, a Trustee to temporarily execute the duties of a National Executive Member, until such time as a replacement National Executive Committee member is elected.**

Amendment to Rule 16(3) – to read as follows:

In the event of a Trustee resigning, **failing to pay their membership contributions**, or being removed by death or otherwise, another election shall take place and the person elected shall serve as Trustee for the remainder of the unexpired term. In the event that a replacement Trustee is not elected under this Rule, members of the National Executive Committee may nominate, in their absolute discretion, a member of the National Executive Committee to temporarily execute the duties of a Trustee, until such time as a Trustee is elected. A written statement signed by the President and General Secretary that a Trustee has died, or has ceased to be connected as a member of the Union, or has refused to act, or has become incapable of acting through illness or otherwise, shall be sufficient evidence of that fact.

POLICY

Hourly paid rates only for all lorry drivers. Other ways of payment requested by driver (ie basic rate weekly / monthly) with mileage, productivity bonus - deliveries / collections achieved. This course is an abuse of hours one has to work, and needs to be stopped.

Whilst all members of our National Executive Committee endorsed the 'spirit' of the above Policy 'statement', in doing so our National Executive Committee recognised that other trades union agreed payment structures, like

a salary, can be equally beneficial to members within a Branch of our Union. Whilst our National Executive Committee cannot support a 'long hours' culture within our industry, they do recognise the right of

self-determination of members within a Branch, being the very essence of collective bargaining.



Hello

from Thompsons Solicitors

The UK's leading lawyers for trade union members.

From 4 July 2021, URTU members and their families can access free personal injury advice and representation from Thompsons' dedicated trade union lawyers.

We're proud to offer our specialist expertise to URTU members for:

- Personal injury claims at or away from work, on the roads or on holiday
- Serious injury claims, including brain injuries and spinal cord injuries
- Industrial disease or illness claims, including asbestos
- Special terms for medical negligence claims.

URTU members' families are also covered for:

- Personal injury claims at home, on the roads or on holiday
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- Asbestos-related diseases
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STANDING UP FOR YOU

The Trade Union Co-ordinating Group (TUCG) produced the following climate statement, for the recent COP26 conference in Glasgow. All 11 TUCG national unions, including our Union, signed the statement.

COP26 Statement by the TUCG

In November 2021, the 26th UN Climate Change Conference of the Parties COP26 will be held in Glasgow. These are the most important climate talks since the 2015 Paris Agreement, with the prospect of raising national and international ambitions to tackle the climate crisis and agreeing measures to limit the average global temperature increase to 1.5°C above pre-industrial levels.

The climate crisis is not just an environmental problem, it is a problem of justice – social and economic, as well as environmental justice, nationally and internationally. It is about fairness and equity as much as it is about avoidance of damaging climate change.

What is needed is radical, urgent and far-reaching action to cut dangerous greenhouse gas emissions; but so far emissions have continued to rise whilst measures to tackle the crisis have remained little more than empty rhetoric. As such, the need to campaign for real measures to address climate change is as much an issue for trade unions and workers as it is for environmentalists. We must make sure that measures to tackle climate change are in the interests of workers, not against them, and we must not allow the climate change agenda to be dictated by employers, business, and politicians who want to place responsibility for change on individuals while evading the significant changes that they can and must make.

Politicians and corporations talk of a 'Just Transition' without addressing the issues of fairness bound-up in addressing the climate crisis. We believe that workers and their representatives need to be at the forefront of tackling the crisis. Promises of a **Just Transition** will not be delivered unless we demand it, and for a genuinely **Just Transition** we need wider economic and social transformations that address the inherent inequalities of neo-liberal

economic and social systems – inequalities most recently laid bare by the Coronavirus pandemic. Yet, in some sectors, such as public transport, the Government is responding to the pandemic by actively pursuing a cuts agenda that will only serve to exacerbate the climate crisis.

TUCG member unions are calling on our movement and others to work together to understand the requirements and impacts of decarbonisation across our whole society and economy, in all sectors – energy, transport, construction, food and agriculture, and public services including frontline emergency services. This must include repurposing the education system around the climate and ecological emergency, ensuring the training sector is able to meet the challenges ahead, a social security system to protect workers and their communities through change, and a progressive tax system to underpin the transition.

We call on trade unionists and allies to support these aims and four key principles that we believe are essential to underpinning our demands as part of a genuinely **Just Transition** to a sustainable economy and society:

- i) Green jobs must be skilled, well-paid, safe and secure jobs not "greenwash" – this will require investment and training to support yet-to-be-developed sectors and technologies. Workers should be guaranteed retraining and a new, unionised job on equivalent terms and conditions.
- ii) Public ownership and investment must play a central role in sectors such as energy and transport, as well as in supporting the transition across other sectors to progress adaptation to climate change.
- iii) Education and training must be universal and central to developing and enhancing learning and skills to support workers through the changes required by the climate crisis.
- iv) Workers themselves must have direct involvement in decisions about changes to production and services, and in processes to determine what a genuinely **Just Transition** looks like.

This TUCG COP26 statement will also be available to read as the introduction to a TUCG Climate Action pamphlet, which is available to download at www.urtu.com (see age 4).



UN CLIMATE
CHANGE
CONFERENCE
UK 2021

IN PARTNERSHIP WITH ITALY

The Trade Union Co-ordinating Group (TUCG) brings together eleven national unions (BFAWU, Equity, FBU, NAPO, NEU, NUJ, PCS, POA, RMT, UCU and URTU) to co-ordinate campaigning activities in Parliament and beyond.

Government Advice

SLEEPINESS & TIREDNESS

The Driver & Vehicle Licensing Agency (DVLA) has produced the following information on 'Sleepiness and Tiredness'. To keep up to date with their latest news and services, visit gov.uk/dvla

Sleep Apnoea, Tiredness and Driving

- Sleep apnoea is often accompanied by tiredness.
- Sleep apnoea is the most common sleep related medical disorder.
- Sleep apnoea significantly increases the risk of traffic accidents.
- Sleep apnoea occurs most commonly, but not exclusively, in overweight individuals.
- Partners often complain about snoring and notice that the sufferers have breathing pauses during sleep.
- Sleep apnoea sufferers rarely wake from sleep feeling fully refreshed and tend to fall asleep easily when relaxing.
- Long distance lorry and bus drivers affected by sleep apnoea are of great concern as most will be driving on monotonous roads/motorways and the size or nature of the vehicle gives little room for error.
- Estimates suggest at least four in every 100 men have sleep apnoea. Sleep problems arise more commonly in older people.
- Lifestyle changes such as weight loss or cutting back on alcohol, will help ease the symptoms of sleep apnoea.
- The most widely effective treatment for sleep apnoea is continuous positive airway pressure (CPAP). This requires the patient to wear a soft face mask during sleep to regulate breathing. This treatment enables patients to have a good night's sleep, so reducing sleepiness during normal waking hours and improving concentration.

Other Conditions which may cause Sleepiness / Tiredness

Although all drivers are subject to the pressures of modern life, many drivers are unaware that some medical conditions also cause excessive sleepiness/tiredness.

- Illnesses of the nervous system, such as Parkinson's disease, multiple sclerosis (MS), motor neurone disease (MND) and narcolepsy may also cause excessive sleepiness/tiredness. Sometimes these illnesses alone may cause drivers to be unfit for driving.
- Tiredness or excessive sleepiness can be a non-specific symptom of Parkinson's disease, MS and MND. It may also be related to prescribed medication.
- Narcolepsy also causes sleepiness/tiredness during waking hours as well as other symptoms that may be disabling for drivers.

What if I have a condition causing sleepiness/tiredness?

- You need to tell us if you hold a current driving licence of any type.
- You can tell us online or download a form from www.gov.uk/health-conditions-and-driving
- You can also tell us by post, fax or phone.
- A third party notification will only be accepted in writing and must be signed by the letter writer.
- Please include your full name, address and date of birth.

We will then send you a questionnaire so you can give us details about your medical condition. The questionnaire also enables you to provide your consent for our DVLA doctors to request medical information from your doctors.

It may take some time to complete our enquiries. We advise you speak to your doctor or specialist about driving while we are completing our enquiries. A decision will be made about your driving licence as quickly as possible.

Facts you should know about excessive sleepiness/tiredness and driving

There is no excuse for falling asleep at the wheel and it is not an excuse in law.

- Up to one fifth of accidents on motorways and other monotonous types of roads may be caused by drivers falling asleep at the wheel.
- 18 to 30 year old males are more likely to fall asleep at the wheel when driving late at night.
- Modern lifestyles such as early morning starts, shift work and late night socialising, often lead to excessive tiredness by preventing adequate rest.
- All drivers who fall asleep at the wheel have a degree of warning.
- Natural sleepiness/tiredness occurs after eating a large meal.
- Changes in body rhythm produce a natural increased tendency to sleep at two parts of the day:
 - midnight to 6am
 - 2pm to 4pm
- Although no one should drink and drive at any time, alcohol consumed in the afternoon may be twice as potent in terms of producing sleepiness and driving impairment as the same amount taken in the evening.
- Prescribed or over-the-counter medication can cause sleepiness as a side effect. Always check the label, if you intend to drive.



Thompsons Solicitors

Standing up for you -



For workers in the transport and storage sector, there are, on average:

52,000 workers suffering from work-related ill-health

28,000 non-fatal injuries

11 fatal injuries

Every single year.

Working in the road haulage, distribution and logistics sector comes with risks.

That's why, as part of your union membership, you have access to free legal advice and representation from the UK's leading law firm for trade union members, Thompsons Solicitors.

Legal cover tailored to you

UR TU members can access free legal advice and representation for any accident or disease, including:

- Personal injuries at or away from work, on holiday, or on the roads
- Serious injuries, including brain and

spinal cord injuries

- Industrial disease or illnesses, including asbestos-related diseases.

If you have a medical negligence claim, we can also offer free, initial advice and special terms if there is a case to pursue.

Legal cover for your family

Your legal package also extends to you family members, who can access free advice and representation for:

- Any personal injury sustained away from work, on the roads or on holiday

- Non-work serious injury claims, including brain and spinal cord injury
- Asbestos-related diseases.

Members' loved ones can also access special terms for medical negligence claims.

Keep 100 per cent compensation

Making an injury claim via UR TU is entirely free of charge.

Unlike with other legal providers, members who use the union legal service benefit from:

- Access to specialists in their field
- 100% compensation
- No deductions for legal fees.

Other law firms will not be able to offer you the same favourable terms and could take up to 25% of your damages, and may not be specialists in your field.

Keep

100%

Compensation

Your legal service

Making a legal claim

All employers have a responsibility to protect their employees from workplace accidents and injuries. If your employer fails to provide adequate protection and you suffer an injury or illness as a result, you can make a claim for compensation. If you have been injured outside of work due to an accident that wasn't your fault, or as a result of medical negligence, you can also make a claim.

Five things to remember if you suffer an accident or injury:

- 1** Seek medical attention – whether from a first aider or by attending hospital for severe injuries, your priority should be getting the medical attention you need.
- 2** Keep a record of the incident – take photographs of the scene and your injuries, record contact details of any witnesses, take notes of what happened and, if the accident happened at work, make sure it is logged in the accident book.
- 3** Report the accident – if your accident happened at work, report it to your employers as well as your URTU health and safety representative.
- 4** Get up to speed on your sick-pay entitlement – if you're unable to work as a result of an injury, check your contract of employment to establish your sick-pay entitlement.
- 5** Check if you're eligible for compensation – get in touch with URTU's trusted legal provider to establish whether or not you could receive compensation to support with recovery (and income if you are unable to work).

Accessing your free wills service

As part of your comprehensive legal package, you can access a free basic will writing service.

The user-friendly online service will take you through a short questionnaire and draw up a will depending on your wishes. If your will is complex, for example if

you have been previously married or you wish to make provision for a vulnerable family member, then you will be offered a quote for the cost of your will, on special terms.

Thompsons' will writing service is provided by BBH Legal, a subsidiary law firm wholly owned by Thompsons.

You can access your will writing service by visiting www.thompsonstradeunion.law/URTU.

More about Thompsons

Unlike other law firms, Thompsons is dedicated to claimant-only work. The firm only ever acts for those who have been injured or mistreated, and never represents employers or insurance companies that pay out compensation on their behalf.

The firm pursued and won many of the test cases that established the workplace protections the UK's workforce enjoys today. Thompsons was also instrumental in helping to establish the Health and Safety Act 1974.

The firm's specialist trade union solicitors represent tens of thousands of people injured in workplace accidents every year, ranging from minor lacerations through to brain and spinal cord injuries, serious burns and even fatalities.

Thompsons' has unrivalled

experience in asbestos compensation claims, having supported tens of thousands of trade union members who were, through the course of their employment, exposed to asbestos and later diagnosed with an asbestos-related disease.

The firm has built a reputation as one of the go-to firms for medical negligence claims. The firm's specialist medical negligence solicitors have acted for hundreds of people who have been injured as a result of mesh implant surgery and represented hundreds of patients who were unnecessarily operated on by jailed breast surgeon, Ian Paterson. Every year, Thompsons also supports thousands of trade union members - and their families - if they're hurt on the roads in collisions or cycling, pedestrian or motorbike accidents.

You can get in touch with Thompsons Solicitors via a dedicated legal line for URTU members.

Simply call 0808 1968 643 for a chat about your injury or illness to see if we can help. Thompsons' specialists will be able to give you advice on whether or not you have a claim to make and how to get started.

You can also get in contact by filling out a form online at www.thompsonstradeunion.law.

Education News

DRIVER SHORTAGE

Sheena Johnson is a Professor of Work Psychology and Wellbeing at Alliance MBS, and Lynn Holdsworth is the AHPD Network Research Lead and Co-ordinator. Together they lead the Age, Health and Professional Drivers' (AHPD) Network.

The driver shortage for HGVs is now at crisis level in the UK. The Road Haulage Association and the Driver Require Group Ltd have called for action to mitigate the situation. They described the perfect storm resulting from many factors, such as: an ageing and retiring workforce; the effects of the Covid pandemic (foreign drivers returning home; increased demand across supply chains and loss of driver training and qualification opportunities); Brexit (fewer EU drivers available); government policies (changes to IR35 and ineffective

apprenticeships); increasing cost pressures (higher freight rates; costs of Driver CPCs and medicals); low salaries; and the general lack of support from authorities and the government towards the road haulage industry.

As fuel pumps on forecourts dried up, supermarket shelves and restaurants are experiencing shortages, the supply of Christmas produce is threatened, and many organisations and sectors experience supply chain issues, the government and industries in general have recognised how crucial lorry drivers are to the economy. As well as the industry response of increasing salaries to attract HGV drivers (some drivers are moving organisations to the highest bidders), the government is putting in plans to shorten the HGV testing process; release more HGV testing slots; and offer temporary visas for



Professor Sheena Johnson

HGV drivers from Europe.

The core purpose of the AHPD Network is to protect the health and wellbeing of professional drivers. One of the main challenges facing the transport and logistics sector is to attract new drivers, as well as “non-driving” drivers to return to the industry. We believe that improving the health and wellbeing of drivers is crucial to fixing the shortage. Maybe it's time for everyone to go back and look again at our 'Best Practice Guidelines' that focus on ten areas of health and wellbeing our research identified as significant in relation to older drivers. Especially as the recommendations and links to external sources are applicable to drivers of all ages. Also, we have updated information and links on the website to reflect the current situation.

A few thoughts from us of actions to consider from the guidelines include:

- Rethink working patterns e.g., consider flexible working to attract a more diverse workforce.
- Change the organisational culture e.g., focus less on telematics for micromanagement and be more realistic about scheduling to retain drivers.
- Improve the mental health of drivers e.g., reduce stressors resulting from long hours and poor work-life balance.
- Improve the physical health of drivers e.g., encourage and support exercise to increase the longevity of working life.
- Encourage healthy eating e.g., provide more opportunities for access to, and availability of, healthy food.

Despite the current challenges, we believe that the transport and logistics sector now has an ideal opportunity to improve the working conditions and life style of HGV drivers and, as a result improve the health and wellbeing of the drivers.

For more information, visit the AHPD Network webpage
www.ambs.ac.uk/ahpdn.



Industry News

Transporting Goods on the Road Open Letter From Police, DVSA and others

Our Union has received the following open Letter from Police, DVSA and others regarding Transporting Goods on the Road which we thought would be of interest to both our members and the wider public.

Nobody goes to work to intentionally harm or kill someone, but the reality is that unless you make sure the loads you carry are safe you are putting yourself and other people at risk during your journey and when you come to unload.

Any item capable of being thrown from or bouncing out of a vehicle needs to be secured whatever vehicle it is being carried on, whether it's a plastic bucket or wheelbarrow, steel beams or heavy plant equipment. Even small items can kill or seriously injure someone if they come off a vehicle at speed. Delays and disruption on the road network because of load debris cost the UK economy millions of pounds every year.

Load shift incidents on the road and in the workplace are both foreseeable and completely preventable. Police forces, the Driver & Vehicle Standards Agency (DVSA) and National Highways are working together to protect people, but we can't do it alone. Drivers, vehicle operators, and those loading vehicles or trailers for others (consignors) must also play their part in preventing deaths and injuries.

There is no excuse for sending dangerous vehicles onto the road network and putting people at risk. Appropriate enforcement action will be taken where individuals and companies are found to have recklessly broken the law.

The Road Traffic Act 1988 and the Road Vehicles (Construction & Use) Regulations 1986 say you must make sure that anything transported on or in a vehicle or trailer is secured so

that it does not move during the journey and put people at risk. The Health & Safety at Work Act 1974 says that employers and the self-employed whose work puts others at risk must take steps to protect both their own employees and anyone else who could be at risk.

Everyone has responsibilities to make sure that the load is safe and it's not enough to simply assume the driver is the only responsible party once the vehicle leaves your site or rely on not having had something go badly wrong before.

- If you operate vehicles or load vehicles for other people, you must take steps to protect the driver, other road users, pedestrians, and anyone involved in loading or unloading. You must make sure drivers and people loading vehicles have the right training, information, and equipment to do their jobs safely. It is not enough to assume that the driver will make it right and your legal responsibilities do not end when the vehicle leaves your site.

- If you drive vehicles, make sure you know what you need to do. Challenge poor practice in the workplace where you can and ask for training if you are asked to take something out and you are not sure how it should be secured. Don't assume it will be ok just because you've always done it that way. Check your securing equipment every time you use it and don't use damaged equipment.

Free load security guidance is available from DVSA and free workplace transport guidance and resources to help you assess risk are available from HSE. Other guidance from National Highways, industry associations, and trade unions is also available to help you make sure you're operating safely.

We all want our roads to be safe as possible and we all want to go home safely at the end of the working day. Play your part by making sure that everything you carry is secured and the vehicles you load are safe and legal before they set off.



Health Report

A Hidden Disability

Do Not Suffer in Silence

My name is Robert. I'm an HGV driver and URTU member and, up until recently, I led a pretty normal life.

For some time I had been feeling unwell and I was having issues with my health. I went to the doctors and went through the motions of trying to find out what was wrong with me. I had symptoms from loss of appetite, weight loss and blood in my stool to abscesses in places you don't want them.

I had undergone tests such as barium swallows, blood tests, X-rays, MRIs, and multiple Colonoscopies. I was eventually diagnosed with chronic Crohn's disease.

Crohn's Disease

Crohn's disease is a disability, it is a hidden disability and many people don't understand the impact Crohn's disease has on a person.

It has robbed me of my dignity at times and my self-esteem and makes life harder than it should be.

The pain I get from spontaneous abscesses is extremely painful and hampers my mobility at times.

Looking at me, I just look like a normal person going about my business but underneath the surface is a man in constant pain and discomfort. I used to be able to just walk out the door and not have to plan anything. Now I plan my days and search for toilets so I know where to go as and when I need to when I'm out and about for the day.

I put on a brave face every day and soldier on. I wake up most days feeling drained and just wanting to stay in bed. The constant fatigue I suffer as a result of my condition is for me one of many physical challenges and it has had a detrimental impact on my mental health too.

I'm currently receiving treatment at hospital for my condition. Every 8 weeks I go and have a transfusion of medication. I sit in a chair with other sufferers and we chat about our experiences while receiving meds from a drip.

I find talking to people who are in the same position as me helps my mental health with the feeling that I'm not alone. There is help and support out there. I also have to take tablets every day which, along with the infusions, are known as immunosuppressants. I also take vitamin D and folic acid.

I've been told I'll be on these meds for the rest of my life but they are constantly monitored with blood tests and, at some point, I will need to change them for different type of meds. There is no cure for Crohn's disease.

Can't, Won't or Don't

Crohn's disease is a pain in the arse when it comes to working, especially when informing your employer or agency of your condition. 90 per cent of the time I'd be ignored when I raised issues. I have been treated as if my needs don't matter and will be fobbed off by many operation and transport managers.

I have found this challenging at times as there are so many under-educated people out there who either can't, won't or don't want to understand. They will make life hard for you and try their best to get you to leave without a fuss. Some are sneaky and some are just plain ruthless and rude. Once they know you need a reasonable adjustment, you are seen as a "problem" to be got rid of especially if you are working via an agency!

The trick to deal with these people is to be one step ahead of them, to arm yourself by

surrounding yourself with support and knowledge.

Joining URTU

Joining a trade union was, for me, the first step. Not only did URTU help me but I was lucky enough to meet URTU Regional Officer, Joanna Richards (who in my mind is absolutely amazing). Joanna is full of knowledge and experience and keen to assist anyone when it comes to disputes at work.

You are not alone, you do matter and I can't say this forcefully enough - **DO NOT SUFFER IN SILENCE.**

Inform Your Rep

If you are like me and have a hidden disability, speak out and don't be afraid. Be wise to your surroundings and take note of people you encounter because at work you will meet people who say one thing and do another. It's these people you need to watch.

If you are being given a hard time, with managers ignoring your needs for reasonable



~~Disability~~

YOU ARE NOT ALONE

YOU DO MATTER

DO NOT SUFFER IN SILENCE

Free Legal Helpline Advice



adjustment, raise the issue and inform your URTU rep.

Stand Up for Yourself

The way I see it is, I suffer enough from a condition that's not my fault, I didn't ask for it nor do I want it. It plays havoc with my life. It causes me nothing but pain, discomfort and leaves me physically and emotionally drained. So if you have a disability don't let anyone - customers, managers or colleagues - at companies you work for add to this load and get away with it. Stand up for yourself.

Join URTU and take advice from organisations such as Advisory, Conciliation and Arbitration Service (ACAS) and the Equality Advisory and Support Service (EASS).

You wouldn't let an illness go untreated, you would want to get it under control. Apply this way of thinking when it comes to Disability Discrimination at work too.

I Learnt A Lesson

Recently I have left a full time job to move on to other things and to undergo training. I have been applying for other hgv driving work. I was lucky enough to get an interview and a driver assessment with Tesco at one of their distribution centres near to where I live. When I got there I parked in a disabled bay and walked in. Once inside, I asked for the person I was there to see and, even though I was bang on time, I was left standing for nearly 40 minutes. I was then led into a room and asked to fill in some forms and, while I was doing this, I was asked some questions and me and the chap got talking. I had mentioned I had a disability and, as soon as I had done this, he had to go talk with his manger.

To cut a long story short, I was then told that the job was not suited to me and I'd be better off looking elsewhere. I never got to do a driving assessment and I left feeling very disgruntled. I learnt a lesson that day. Never talk about your disability when in the early stages of a potential job offer. This is a true example of how people like myself are treated when it comes to having a disability.

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

Union Course Information

TRAINING COURSES 2022

Your Union is running training courses for Shop Stewards and Health & Safety Reps throughout 2022. The courses will take place at the Quorn Grange Hotel, Quorn, Loughborough, which is owned by the GFTU Education Trust and offers the perfect setting for all Trade Union members' needs. It is conveniently

located 6 miles from the M1. In order for as many members as possible to have the opportunity to attend a course, they have been condensed into a 3.5 day residential course starting on Monday afternoon and finishing on Thursday afternoon. For more information about URTU courses contact Claire O'Brien on

01614862100 / claire.obrien@urtu.com
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.

JANUARY 2022	JANUARY 2022	FEBRUARY 2022	MARCH 2022	APRIL 2022
10 - 13 January	24 - 27 January	21 - 24 February	21 - 24 March	25 - 28 April
Basic Shop Steward	Advanced Shop Steward	Advanced Health & Safety	Advanced Shop Steward	Advanced Shop Steward



Quorn Grange Hotel
Quorn, Loughborough

Basic Shop Steward

This course has been designed to equip URTU Shop Stewards to develop and improve their skills and knowledge. The course identifies ways in which improvements can be implemented to make the Union more effective at a local level.

Course aims:

- Ensure you understand your role within the Union and your responsibilities towards the members.
- Develop your communication skills.
- Give you a clearer understanding of relevant legislation.
- Consolidate your negotiating skills.
- Give you an understanding of the importance of recruitment and retention.
- Develop your recruitment skills.
- Increase your confidence as a Shop Steward.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Basic Health & Safety

This course has been designed to equip URTU Health & Safety Representatives with the knowledge of the job and the trade union approach to health and safety.

Course aims:

- Ensure you can handle health & safety issues and develop an appropriate response to both members and management.
- Demonstrate your understanding of the updated SRSc Regulations.
- Ensure you know how to conduct effective workplace inspections, including all accidents and near misses.
- Develop your skills to identify, obtain, order and summarise relevant health and safety information.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Advanced Shop Steward

This course has been designed for URTU Shop Stewards who have previously attended the URTU Basic Shop Stewards course.

Course aims:

- Develop your knowledge of Discipline & Grievance Procedures.
- Develop your knowledge of Collective Consultation and TUPE.
- Improve your negotiating skills.
- Develop your understanding of the UK legal system.
- Gain an understanding of Employment Law updates.
- Develop your understanding of the Working Time Regulations.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Advanced Health & Safety

This course has been designed for URTU Health & Safety Representatives who have previously attended the URTU Basic Health & Safety course.

Course aims:

- Ensure you enhance your health and safety skills.
- Demonstrate your knowledge to enable you to function in a professional and confident manner within the confines of health and safety legislation.
- Develop your understanding of current European health and safety legislation.
- Develop your understanding of the constituent parts of the major pieces of this legislation.
- Develop your understanding of the Union's approach to health and safety legislation.

Venue: Quorn Grange Hotel, Quorn, Loughborough
Length: 3.5 day residential course (Monday to Thursday)

Wales Union Learning

YOU CAN ENROL ON SHORT CPD COURSES THROUGH URTU LEARNING IN WALES

CPD stands for Continuing Professional Development. You can gain access to exciting and flexible online courses, and study where you like and when you like. There are no exams and the courses are auto-marked. You also get a certificate to confirm that you have completed your course.

We have spoken to Gareth Turner, one of the learners who has completed several courses available on the CPD online platform.

Gareth said;

"I have enrolled on the CPD courses because I wanted to become more aware of certain topics which would relate to my working life, such as



If you do not have the willingness to learn, you will come up with a million excuses not to.

Gareth Turner

Fire Risk Assessment, Conflict Management or Understanding Depression.

"I originally thought that the courses would take a while, but I was pleased to find out that they actually only take a couple of hours to complete.

"The courses are delivered online and are auto-marked. This means that you get instant feedback on how you are doing. I found the online delivery very good and convenient for a busy lifestyle as I work full-time. I would certainly recommend online learning because you can learn at your own pace and you can fit the short courses into your busy day or week.

"You only need basic computer skills and an email address in order to access these courses. They give you more awareness and a better understanding of particular topics. For instance, I completed a course in Understanding Depression. I thought that by doing it I would become more aware of the signs of someone who is suffering deep down. Now I do not claim to be an expert, but it gave me an insight into very basic tell-tale signs.

"In order to complete these courses, I think the only thing you require is will power and the drive inside to actually wanting to learn. Everything else is straight-forward. If you do not have the willingness to learn, you will come up with a million excuses not to".

To register on a course, please scan this QR code or contact the project on: 0790 331 9995.



If you would like to find out how the URTU WULF Project can help you develop new skills, please contact Agnieszka on 0790 331 9995 or email agnieszka.zamonski@urtu.com or scan the QR code above

Continuing Professional Development

Courses available include:

- Conflict Management
- Discipline in the Workplace
- Leading and Motivating a Team
- Organising and Delegating
- Performance Management
- Planning and Allocating Work
- Solving Problems and Making Decisions
- Stress Management
- Understanding Leadership
- Understanding Anxiety
- Understanding Stress
- Mental Health Awareness
- Healthy Eating
- Principles of Weight Management, Exercise and Fitness
- COSHH Risk Assessment
- DSE Risk Assessment
- Fire Safety Principles
- Health and Safety in the Workplace
- Manual Handling at Work
- Internet Safety

URTU LEARNING DIGITAL PHOTOGRAPHY WALKS

In July and September 2021, URTU Learning organised two digital photography walks in South Wales with Going Digital Photography. The aim of the sessions was to encourage participants to learn how to use and get the most from their digital cameras and mobile phones whilst being outdoors.

Mark Ireland, a driver at Wincanton Magor, was one of the participants. Mark said;

“The digital photography session was well-worth doing. It was a normal walk held on the outskirts of Cardiff, in one of the places we would normally go for a walk. The half-day session was delivered in a small group and we were lucky with the weather. The good thing is that you can bring any type of equipment with you, including your smartphone. You get to take photos and exercise at the same time. The tutor talked us through all the controls on our cameras, and we could see the improvement to our photos afterwards”.



photo by Cheryl Dowd



photo by Mark Ireland

Peter Hitchman, one of the tutors at Going Digital Photography, said; “We enjoy being outdoors and concentrating on composition and camera settings in order that everyone gets photos of a high standard which they are really pleased with. So on our recent walks at Tintern and Cardiff we planned to have a relaxed time, looking carefully at the environment that we were in and allowing everyone to get involved in spotting photo opportunities of interest to them and then discussing the best position to be in and the best and most appropriate settings to be on in order to capture the desired image”.

The three hour courses are for all abilities and meeting in small groups allows the learners to spend quality time with everyone and to help them develop their digital skills in a relaxed environment. Once the basics are mastered there is an opening to move onto longer courses.

URTU WULF Project - How it can Support You

Our Union's Wales Union Learning Fund (WULF) Project is ideally situated in Wales to support the development of a skilled and productive workforce.

This is completely funded by the Welsh Government and supported by the Welsh TUC. The Project offers funding to finance your learning.

Project can support you with developing new skills.

Opportunities available include essential skills, such as English, Maths or digital skills. You can also learn Welsh, ESOL or other languages.

The Project offers redundancy support including CV writing, interview, communication and presentation skills. Most of the training available through the project can be accessed remotely and you can study at your own pace.

You can attend informal training sessions or commit to accredited courses that give you new qualifications.



Ariennir gan
Lywodraeth Cymru
Funded by
Welsh Government

Letters

Driver CPC Training

I am a qualified HGV C+E (Class 1) driver, but I am not driving because I do not have, nor see the point of, the DCPC. I am a small business owner and would be happy to assist with the driver shortage if I didn't feel the CPC was a rip off. I have been on CPC courses in the past and often see a candidate that has been on the same module five times rather than five different modules.

There is no point to it and I am not paying £100 for this. Drop the CPC and see how many drivers will turn up.

Ryan Stiff
By email

I have been interested in furthering my career by getting my Class 2 licence. I applied through a hgv training centre and, after taking £1,400, I have paid for my medical, tachograph and provisional.

They now want a further £400 for my Driver CPC. All I have gained, so far, is some online revision, which I can access myself for free. They were unclear about the process for sending my D2 and D4 together to DVLA, which will cost me a lot of time.

I have asked for a refund but they are only willing to refund me £300. They talked me into getting a loan to pay for this and I just want to get my money back and go with a local, reputable training school.

J Smith
By email

Ed says:

Unfortunately, there do seem to be significant disparities in the quality of training bodies providing Driver CPC training and we are asking the DVSA to enforce effective monitoring. If you are unsure about where to get reputable training, we recommend that you ask your union representative if they can recommend any company before booking.



The One Cohort That Doesn't Need More Pressure Is The Drivers Themselves

As the daughter of a long distance lorry driver (owner / driver) and the sister of a pantech icon driver, I'm horrified by the lack of support and recognition for our drivers.

My father had an awful job during the 1950s, 60s, 70s and 80s with arduous hours, rough accommodation and terrible wages. It seems nothing has changed.

My brother and his peers may well have restricted hours for driving, but this often leaves them stranded at delivery sites where hours are wasted waiting to unload, too far from their own depots or homes, and no facilities for either hygiene needs, decent affordable sustenance

or even accommodation.

The reason truckers are leaving the job is that there is no concerted effort in making the job of this sector of essential workers, doing a highly skilled job, worth the effort.

So, whose job is it to ensure that some of this is addressed?

Employers must step up to the plate if they want to attract drivers. Government must address requirements through legislation and unions need to put pressure on both. The one cohort that doesn't need more pressure is the drivers themselves.

Give them better conditions and they will return.

The way in which many have been treated is appalling, just look at the mess BP is in because of the way they treat their drivers.

Carol Staines
By email

Ed says: Our Union has a team of Officers working tirelessly to improve the pay and conditions within our industry. But we need more drivers to join us. There is strength in numbers and the more people that join us, the more power and influence we can exert on employers and Government.

Retirement

I retired in April this year, after over 40 years driving HGVs, but I still remained a member of the URTU on the off chance I may return to driving part time in the future.

Various factors played a part in my retirement. Obviously age, but I have to add factors in my work environment also contributed.

A driving assessor who thought he was Mr Perfect (the halo slipped when he received a driving infringement) and, by far the worst, a traffic clerk, who was the most rude, ill mannered person you could ever wish to meet.

On the plus side though, a special mention must be given to the senior traffic clerk, a true gentleman and to the drivers, a legend.

To all drivers I would like to say, "drive safely and please take care".

Jeff Maycock
By email

100% Recommend

Just to let you know I won't be renewing my membership next month.

I haven't worked since being furloughed in the first lockdown. I had a meeting with my unsympathetic company who wanted to change my contract which was not acceptable. 28 years of service and it was a case of "take it or leave"!!

Many thanks to URTU and I would 100% recommend joining the Union.

I have received invaluable help and advice throughout my membership.

Thank you all.

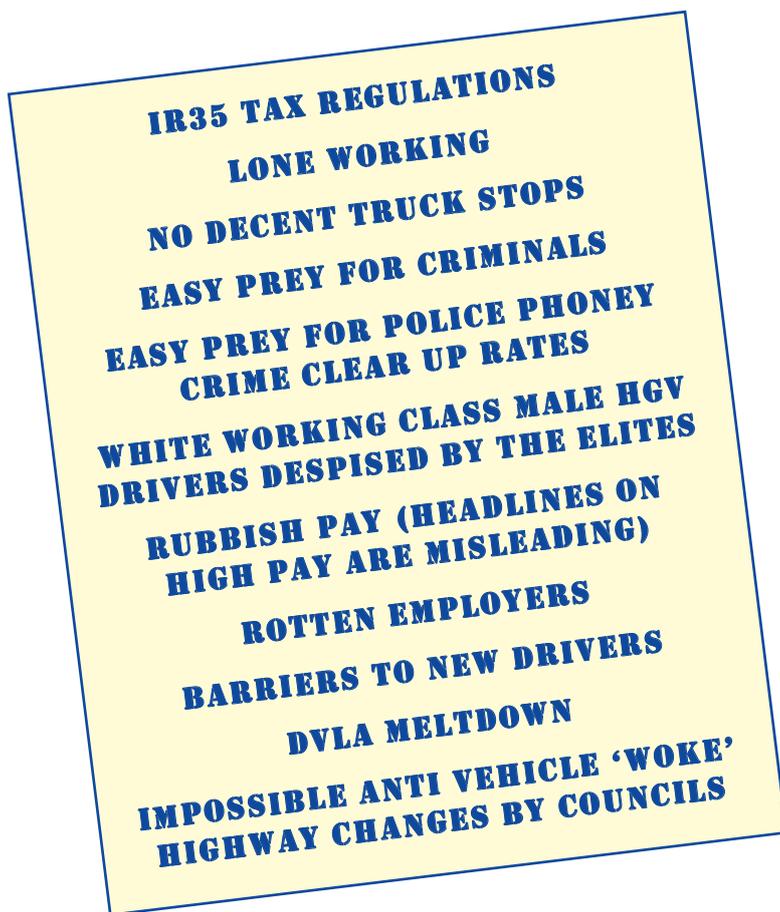
John Sturley
By email

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



Government Inaction Over HGV Crisis



Boris should sleep in an overpriced flea pit, pee in milk carton, poo in a carrier bag, shower in cesspit, eat garbage, get police harassment, be hijacked, spend days away from home and get crap pay.

Until then he should shut up and go away.

Ian Brown
By email

Many Thanks

I would like to convey our appreciation to Stacey, Claire and Rebecca at URTU Head Office for all the support they have given us at Branch level during our recruitment drive.

Thank you all.

Tony Hewitt
9/3/25 Tesco Didcot



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 and TUC.

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.

