

ipms bulletin

INSTITUTION OF PROFESSIONALS, MANAGERS AND SPECIALISTS 75/79 YORK ROAD LONDON SE1 7AQ TEL 071-928 9951 DECEMBER 12/93

Daylight robbery

CIVIL servants are about to be subjected to the biggest fall in living standards since 1945. Chancellor Kenneth Clarke's November budget imposed a three-year freeze on pay bills in the public sector retching up to 1997 - far tougher than anything seen in the Thatcher decade or under 1970s incomes policy.

The freeze will cover the full £20.1 billion bill for government running costs. It will deliver the largest single chunk of savings towards the Chancellor's £5.7 billion reduction in the public sector deficit.

At the same time, the Chancellor has:

- confirmed a 1 per cent rise in national insurance rates next April;
- reduced mortgage interest tax relief to 15 per cent in 1995;
- confirmed VAT on domestic fuel charges.

With inflation projected to run at 2-3.5 per cent a year until 1997 public sector workers stand to see the real value of their pay slashed by 8 to 10 per cent over the next three years.

The pay clampdown marks a dramatic extension of Clarke's pay freeze for 1994-95, announced in September. It also makes a mockery of the Prime Minister's

stated pledge in 1991 that he opposed public sector pay freezes because they created a "second class public service."

But the budget impact on pay is designed to be matched by an equally severe impact on jobs.

Tight spending curbs mean that every department will be looking to cut staff in order to stay beneath their ceiling. Any pay increases will have to be funded by:

- efficiency savings, assumed by the Treasury to run at 2-3 per cent a year;
- contracting out, increasingly without even going through the motions of market testing;

- outright privatisation.

The Frontline First review of support functions is designed to be the vehicle for these savings in the Ministry of Defence, and will focus on procurement, naval spares, contracting out and privatisation.

Other exercises in the pipeline that will have a major impact on IPMS members are the efficiency study of all government research establishments now underway, and a string of separate privatisations already being challenged by IPMS.

These are reported in full on the back and inside pages.



■ Simon Bruno (left) and Alan Singleton

Stockport tragedy

A SUPPORT fund for the families of vehicle examiners Alan Singleton and Simon Bruno, killed while carrying out their duties for the Vehicle Inspectorate on Monday November 22, has been set up by the two men's colleagues.

Staff at the Bredbury Vehicle Test Station and the Manchester Road Transport Enforcement Centre, supported by IPMS, started the fund as a mark of respect for the two men and their families.

David Lees, VI local area manager, Ron Oliver, VI chief executive and Paul Noon IPMS assistant general secretary are trustees of the fund.

Donations can be made directly to the Stockport Incident Support Fund, Trustee Savings Bank, Bredbury, Stockport. Sort code: 77 67 11. Account number: 90599960. Or by sending a crossed cheque/postal order, made payable to the fund, to Mr D Lees, Vehicle Inspectorate, Bredbury Test Station, Lingard Lane, Bredbury, Woodley, Stockport, Cheshire SK6 2QX.

Story - Page 4

Unions draw up fightback plans

PLANS to step up the Service First campaign in the New Year are being drawn up by all civil service unions.

As the spate of government attacks on the civil service and its staff multiplied through November, the Council of Civil Service Unions prepared a new strategy:

- raising the profile of public service work and the lower standards threatened by privatisation;
- co-ordinated lobbying of MPs, focusing on marginal Tory seats and evidence to parliamentary select committees;
- campaigning against the dangers for public safety proposed by the forthcoming Deregulation Bill;
- continuing to challenge the cost and efficiencies of the faltering market testing programme.

Support for representatives engaged in local campaigns will be stepped up. A major national seminar for trade union sides is being organised for February 17. And the CCSU is organising a one-day conference on the future of the civil service for late March, aimed at MPs, academics, opinion formers and the media.

All union members will be asked to support a mass leafletting exercise in High Streets and

major shopping centres throughout the UK on Saturday February 12 to heighten public awareness of the issues at stake.

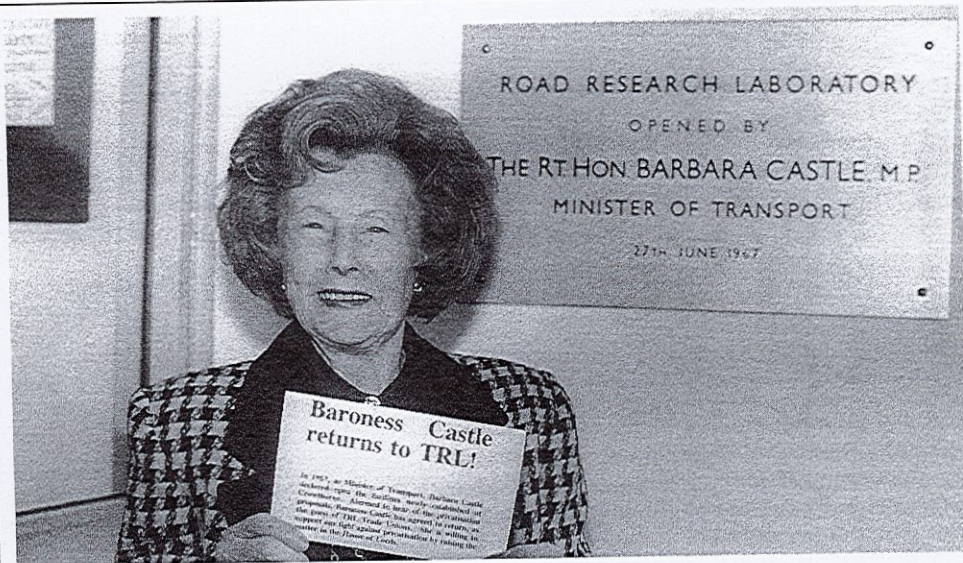
At the same time, public sector unions are canvassing support for a national day of protest on April 11.

In the autumn, IPMS decided not to take part in the November 5 action being planned by other civil service unions after branch soundings clearly indicated a ballot on industrial action would be lost.

However the pace of events has so intensified that the National Executive Committee has decided to sound out views a second time. Branches and sections have been asked to discuss the issue at meetings during the current conference season. And to report back to headquarters on the degree of support for a one-day strike in April.

Bill Brett said: "Civil and public services are at a crossroads. The NEC will fully back protest action but we must first be confident it is supported by members. Individual members can make a difference, as the outcome at the Science Museum shows.

"So let us know what you think and help us arrest the damaging and vindictive policies being pursued by this government."



STEFANO CAGNONI

BARONESS Barbara Castle returned to the Transport Research Laboratory on December 7 after 26 years. Her first visit, in 1967, was to open the lab in Crowthorne, Berks, as Minister of Transport.

Barbara, as she insisted staff call her, returned to support their campaign against privatisation. Coincidentally, the KPMG report into the lab's future arrived on the same day. But TRL managers would not release it, even to her.

IPMS branch chair Hugh Davies said:

"The baroness has lost none of her fire and commitment. She asked us how privatisation would affect our work and said she will raise it in the House of Lords."

She recalled the importance she had placed on TRL's expert and unbiased advice. She agreed with unions that it was "sheer dogma" to sell off such a facility and assume it would remain impartial.

As she left, members presented her with a framed photograph of her previous visit. Davies said the visit had been an enormous boost to morale.

Unwelcome present for London's civil servants

LONDON weighting is to be abolished for more than 110,000 civil servants in the London pay area.

It is to be delegated to departments and replaced by a 'recruitment and retention allowance', payable at any rate up to a new ceiling of £3,000 a year.

The proposals were conveyed to civil service unions at a meeting with the Treasury on November 24. It was made clear that ministers did not regard the

decision to replace London weighting as negotiable.

Union leaders registered an immediate protest. General secretary Bill Brett rejected the move as completely unacceptable. "Coming on top of pay freezes and tax rises we now have the threat of pay cuts for all staff living in the most expensive part of the UK. It is completely out of kilter with private

continued back page

FOR ALL FORMS OF INSURANCE



HOUSE...



..CAR..



..LIFE

MAKE A NEW POLICY DECISION WITH **CSIS**

SPECIAL TERMS FOR PUBLIC EMPLOYEES
A NON PROFIT MAKING SOCIETY WITH NO MEMBERSHIP SUBSCRIPTION

(5347)

Fill in the coupon or telephone 081-681 6025 for more information

Name _____

Address _____

Postcode _____

THE CIVIL SERVICE INSURANCE SOCIETY

FREEPOST 33, Birdhurst Rise, South Croydon. CR2 7UZ Tel: 081 681 6025. IPMS 12/93

CIVIL AVIATION

Privatisation threat 3

EDUCATION

IPMS 1994 programme 4

OBITUARY

Edward Hewlett 5

TOP STRUCTURE

Careers report 6

GCHQ

It's ten years ago 7

DIRECT DEBIT

It's time to sign 8&9

CAMPAIGN COURSE

A member reports 10

HEALTH AND SAFETY

Alternative IPMS report 11

VIOLENCE AT WORK

How to prevent it 14

INSIDE

YOUR new membership card will be with you early in the New Year. Enclosed you will find a direct debit mandate if you haven't already changed over. If you have recently signed up - sorry, the deadline for printing the cards meant that some members will receive the wrong enclosure. But don't worry - you will be transferred to direct debit as quickly as possible and there is no need to return the enclosure a second time.

INSTITUTION BRIEFING

Routine investigation that ended in double murder

ALAN Singleton, 56 and Simon Bruno, 28 were going about their daily business as vehicle inspectors. They had made an appointment to investigate a routine customer complaint over an MOT certificate at a garage in Stockport. They were not working undercover.

They went to the Chestergate Auto Centre on Monday November 22. But they never returned. They were shot down in a side office by a single gunman.

Detectives have since arrested and charged one of the garage owners Thomas Bourke with the killing. His brother Walter Bourke was charged in connection with the killings. The brothers own four other garages, a restaurant and a nightclub.

Alan Singleton was operations manager of the Bredbury district office, part of the VI testing centre in Stockport. He leaves a wife Barbara and son Craig at their home in Skelmersdale, Lancashire.

Simon Bruno, from Salford, joined the VI in 1989 and was also from the Bredbury office. He leaves a wife Sue and 16-month old daughter Katy.

"Simon was a first class vehicle examiner who always put 100 per cent into his work. His death has devastated all the staff at Bredbury and shocked everybody who worked with him - traffic examiners, the police and operators," said Simon McCalla, a close friend and colleague.

David Lees, who knew and worked with Alan Singleton said: "Alan had been an active IPMS rep in the North West. He served his colleagues well, earning respect for all his positive efforts. There has been one common message passed to me from all sides of our industry - that Alan will be remembered by his bright, open character and his willingness to tackle difficult jobs."



■ The Stockport garage where Alan Singleton and Simon Bruno died

How Vehicle Inspectorate protects the public

THE Vehicle Inspectorate's 200 enforcement inspectors, based at 52 district offices, are responsible for checking on testing centres, investigating whether cars are being passed which should fail the test, investigating goods vehicle maintenance and carrying out roadside checks on buses and lorries.

VI tests road worthiness in three ways:

- It is the national testing agency for public service vehicles and heavy goods vehicles.
- It has a supervisory role in overseeing the MOT scheme for light goods vehicles, cars and motorbikes.
- It enforces vehicle and traffic regulations

and assists the Traffic Commissioners in licensing.

Anybody with premises of a certain size, two professional references and planning permission can set up an MOT testing station. There are 17,000 centres in Britain authorised by VI to carry out MOTs.

Most garages run MOTs for the right reason - to ensure the safety and roadworthiness of the vehicles they test.

Unfortunately the MOT business can be a licence to print money for less scrupulous garage owners.

The illegal trade in phoney MOT certificates is now estimated to be worth £6 million a year.

More than 100,000 blank certificates have been stolen from garages and other test centres so far this year. Some of these certificates are then sold under the counter by garage owners.

...and the private future it may face

THE Secretary of State for Transport has responsibility for ensuring safety on Britain's roads - and the roadworthiness of the 24 million vehicles that travel on them. But these laws have not stopped John MacGregor from seeking to privatis

several of the organisations which carry out these duties on his behalf.

The Driver and Vehicle Information Technology Agency was sold to EDS-Scicon Ltd in December.

In the Vehicle Inspectorate, which has two divisions - testing and enforcement - consultants Price Waterhouse have carried out a study into privatising the 91 centres which test light, heavy goods and passenger carrying vehicles. Their report is now with ministers. Privatisation would involve primary legislation.

Next in line is the Transport Research Laboratory, which does research and provides technical and sci-

entific advice for the department and other customers in the roads and transport fields.

It too is subject to a privatisation study which has been completed but not yet made public.

IPMS negotiator Elizabeth Jenkins said: "Maintaining standards on British roads demands an integrated operation. Both testing and enforcement are rightly located in a single body to concentrate staff and technical expertise."

"Responsibility for public safety is a public duty which should not be shuffled off to the private sector in an industry that has more than its fair share of unscrupulous operators."

Agency sell-offs - new shock

EVERY executive agency is to be offered up to the private sector in a dramatic extension of the government's privatisation programme.

The 1993 Next Steps review says ministers intend to invite bids from contractors for the work of every agency when they come up for their three-yearly framework review.

By next April, agencies will

employ more than 60 per cent of civil servants. The *Financial Times* reported that, within a few years, the service would be reduced "to a core of 50,000 policymakers buying in public services from both the public and private sectors."

It said the new plans represented a victory for "Cabinet ministers favouring radical reforms of the civil service" - ie

Downing Street and the Treasury - over the Cabinet Office, where William Waldegrave's market testing reforms have delivered smaller and slower savings than expected.

A full report on the implications of the new agency policy will be made to the National Executive Committee at its meeting on December 16 and in the next *IPMS Bulletin*.

Regional plan row

THE government caused a rumour in November by announcing the creation of ten integrated regional offices - bringing together six government departments - from next April.

The initiative was included in the Conservative party manifesto as a nod in the direction of urban regeneration. But it was not delivered until the invention of a single £1.4 billion budget for regional development and regeneration programmes.

IPMS suspects it could be the framework for a privatised agency of the regions. The Council of Civil Service Unions is co-ordinating a response to the plans and estimates around 2,600 staff will be affected.

The Department of the Environment will take charge of the budget and a new cabinet committee (EDR) has been set up to oversee it.

Staff in regional offices of the Departments of Transport, Trade and Industry, Employment and Environment will be brought together. Education and the Home Office, with no regional structure, will make up

the rest of the team.

No accommodation or staff changes have been announced yet but John Gummer made it clear the IROs will have only one senior director with substantial powers. As well as the single regeneration budget, IROs will be responsible for departmental programmes that are now operated by individual regional offices.

Gummer claimed the IROs will put local needs before departments and make it easier for local people to talk to government. But IPMS says they will have to struggle through a Byzantine maze of agencies and quangos to do so.

"The organisation will be a bureaucratic nightmare of mixed responsibilities and accounting systems - far from the co-ordinated model John Gummer heralded," said deputy general secretary Jenny Thurston.

It is also debatable whether IROs will be able to exercise effective control, given the recent growth of regional initiatives set up by other ministers.

They include English Partner-

ships, set up by DOE; One Stop Shops, recently relaunched as Business Link by DTI; and Training and Enterprise Councils (TECs), set up when government privatised its training agencies.

DTI has 1,200 staff in the regions but only around 40 of them are working on regional enterprise grants. DOE/DOT has 1,400 staff but next year the majority of staff in DOT regional offices will transfer to the new Highways Agency to manage the roads programme.

The Home Office also has an input to regeneration through Safer Cities and other grant schemes, acting as agents for DOE.

"However they dress it up, ministers are losing their own accountability by devolving executive functions to a plethora of agencies," said Thurston. "Even if rationalisation does not result in significant job losses, we fear there is a hidden agenda - to bring them all together into a hybrid agency, directly employing its own staff and losing any residual direct links with civil service departments."



IPMS EDUCATION - GETTING FIT FOR THE NINETIES

GETTING STARTED

- 15-16 March London, residential
- 12 April Scotland
- 6 June Bristol

For new activists and members interested in union issues. Knowledge and confidence on how to get things done as a local active member and representative.

PRACTICAL SKILLS

- 4-6 March Manchester, residential
- 19-21 April London, residential

For active representatives who would like to gain confidence in communicating with and representing their members in negotiations and meetings.

FACE TO FACE

- 11-13 March Eastbourne, residential
- 17-19 June Grantham, residential

Negotiating procedures and practice - with help and guidance, using role playing techniques.

SUPERANNUATION

- 22 March London, basic
- 14 June London, advanced

For representatives involved in PCSPS pensions advice. Basic includes reckonable service, pensionable pay, ill-health retirement. Advanced includes allocation, commutation and redundancies.

HEALTH & SAFETY

- 17 February London
- 16 June Preston

For local health & safety representatives new to the job. Covering basic skills, roles and powers. Tutored by specialists.

RECRUITMENT SKILLS

- 10 March London
- For all representatives involved in recruiting new members; confidence building and skills training.

READERS LETTERS

Tackling legionellosis in the office

Dear Editor,
After reading the letters page in *IPMS Bulletin 11/93* I am sure that the importance of a proper risk assessment of the legionellosis hazard needs airing. My credentials are several years as a PSA operations and maintenance manager at a government science park and in central London, actively involved with the management of this risk.

Success or failure depends solely upon proper assessment of the risk by a competent person and thereafter making the necessary resources available to address the risk.

There are four distinct categories of risk - those associated with the design and manufacture of plant or equipment; the manner and location in which the equipment is installed; the operation and maintenance system and policy; and the effectiveness of operating procedures and maintenance implementation.

Each installation should be assessed under each category and

awarded an assessed risk code number. This number ought to appear on all operation and maintenance documentation and be clearly marked on the specific item of plant.

In many circumstances modern cooling towers can be safely operated with a relatively straightforward maintenance regime. Installing air blast coolers, as Mr Green suggests, certainly minimises the risk, but does not completely eliminate it.

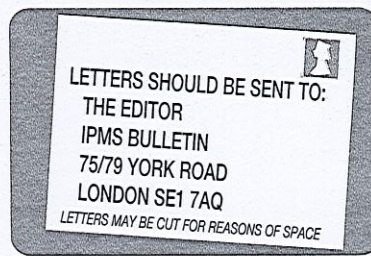
No single solution is the answer in all circumstances; the correct technical and economic solution might go either way depending upon the specific assessed risk. Users of towers and evaporative condensers now need to have these items registered with local authorities. It is to be hoped that IPMS members are made aware of the details of the registration, the risk assessment recommendations and the plans to right any defects and deficiencies.

Hot water systems are far more difficult to deal with than cooling

towers and, from my experience, are more prone to contain the legionella bacteria. Risk assessment of these systems is now a statutory requirement and members should be aware that, unless temperatures in hot water cylinders are elevated regularly to above 60°C, then the bacteria is likely to be present in the water. The usual risk area is that of the cool spot in the tank below the level of heating element or coil. Water drawn from such tanks and dispensed in the form of an aerosol is potentially hazardous. Members should remember this, not only when taking showers or using water saver spray taps but also when using atomising sprays to refresh office plants etc.

Some offices now contain water features, these too are a potential source of legionellosis, and because of their nature and location are very difficult to treat effectively with biocides.

JR Hill
Aldershot



Stockport memorial

Dear Editor,
IPMS members will no doubt be aware of the horrific murder of two colleagues in Stockport. Alan Singleton and Simon Bruno were Vehicle Inspectorate officers going about their business supervising the car MOT scheme when they were gunned down. There are no words which can express adequately the shock, horror and revulsion which we in the Vehicle Inspectorate feel.

A memorial fund has been set up by the staff of Bredbury Vehicle Testing Station and the Manchester Road Transport Enforcement Area which is supported by the Vehicle Inspectorate nationally and the IPMS. Any IPMS member wishing to contribute to the fund can do so either directly to:

Stockport Incident Support Fund, TSB Bank, Bredbury, Stockport. Sort Code: 77-67-11. Account No: 90599960. Or by crossed cheque or postal order to: Stockport Incident Support Fund, c/o Mr D Lees, Vehicle Inspectorate, Lingard Lane, Bredbury, Woodley, Stockport, Cheshire, SK6 2QX.

Our thoughts and sympathies go to the bereaved relatives and friends of Alan and Simon.

A Wilson
VI Bristol

AVCs - further guidance

Dear Editor,
I was more than interested to read the article "IPMS guidance on pension AVCs" in the November *Bulletin*. I took early retirement from MAFF under compulsory early retirement terms at the end of September 1991.

The article states correctly that contributions to the civil service AVC scheme must cease when one leaves the PCSPS on early retirement. But I have been given the impression that, as I am now self-employed, my AVC scheme has a "transfer value" which could be put into another plan.

If this is correct then it could be of interest to other people who still want to increase their future pension.

Keep up the good work in getting this sort of information to members as MAFF didn't seem able to answer any of my questions.

D Evans
Bangor

The article dealt with people who took compulsory early retirement and therefore did not have the option to transfer to a fresh occupational pension scheme. You are correct to say that if the PCSPS pension is preserved and the member transfers their pension benefits to a new scheme they should be able to transfer their AVC payments as well. JA

Thanks from firefighters

Dear Editor,
I am writing to thank you and your members for all the support which you gave us during our campaign to protect our pay formula and funding.

We received many letters of support and petitions from individuals and other trade unionists. These were greatly appreciated. We presented the petitions to No. 10 Downing Street - in total a quarter of a million signatures.

At the end of the day the pay formula produced 1.4 per cent. Our battle had always been simply to have the formula implemented. I do not think however that we would have succeeded in conveying to the employers the strength of feeling and commitment to securing fair pay for fire service staff without the support of the trade union movement.

Whilst we maintained the formula in 1993, we are still faced with the prospect of cuts in staffing levels, closure of stations, and removal of appliances. We intend to mount a major campaign in 1994 to follow up the theme "Cuts Cost Lives."

Ken Cameron
FBU, Surrey

Payments appreciated

Dear Editor,
I would like to say thank you to the IPMS for recent help received.

During the recent payment of transitional arrangements in respect of stored box markings I was initially refused this payment. A faceless Ministry of Defence manager said my performance was not good enough. After 26 years service as a stores officer I found this explanation very hard to understand.

After intervention by Geraldine O'Connell, IPMS national officer, the payments have now been made.

After serving in union positions for over 20 years it was nice to know that help was there when I required it.

Andy Hutchings
Dorset

Don't leave it to reps

Dear Editor,
In the November *IPMS Bulletin* retired members urged that temporary service should count in full for pension purposes.

Some time ago a campaign was started in IPMS for letters to MPs by members on the subject of temporary service to count in full for pension. Imagine every MP faced with a flood of letters from every active and retired member of IPMS. What was the result? Nothing.

How can IPMS headquarters staff call for bold and determined action by grassroots members when they cannot write a simple letter to an MP. Oh no, writing letters is the job of the section and sub-section secretaries who give up family and leisure time to fight for members' rights and write hundreds of letters.

The function of grassroots members appears to be to pick up rewards fought for by headquarters staff, section and sub-section secretaries.

T Williams
Dorset

Disgusted at subs attack

Dear Editor,
I fully support your campaign to change the subscription method to direct debit. I am disgusted at the government's tactics that have made this necessary. I had considered writing to my (Tory) MP to give my views. But perhaps it is a more effective tactic to leave him in ignorance until the next local/Euro/general election...

M Wood
Wilts

Poetic licence

Dear Editor,
Good grief! How petty can you get? (C Stewart, *IPMS Bulletin 11/93*). Haven't members got something better to do than write silly letters about civil service authors?

R Froud (civil service author)
Bournemouth

Are you changing address? LET IPMS KNOW

Please help us keep our membership records up-to-date. We keep both home and work addresses, so if you change either let us know as soon as possible. Whether you're in work or retired, contact:

Membership Section, IPMS, 75-79 York Road, London SE1 7AQ.
Tel: 071-928 9951. Or fill in the form below.

Name.....
Membership No.....
Branch/Section No.....
New Address.....
.....
.....
POSTCODE

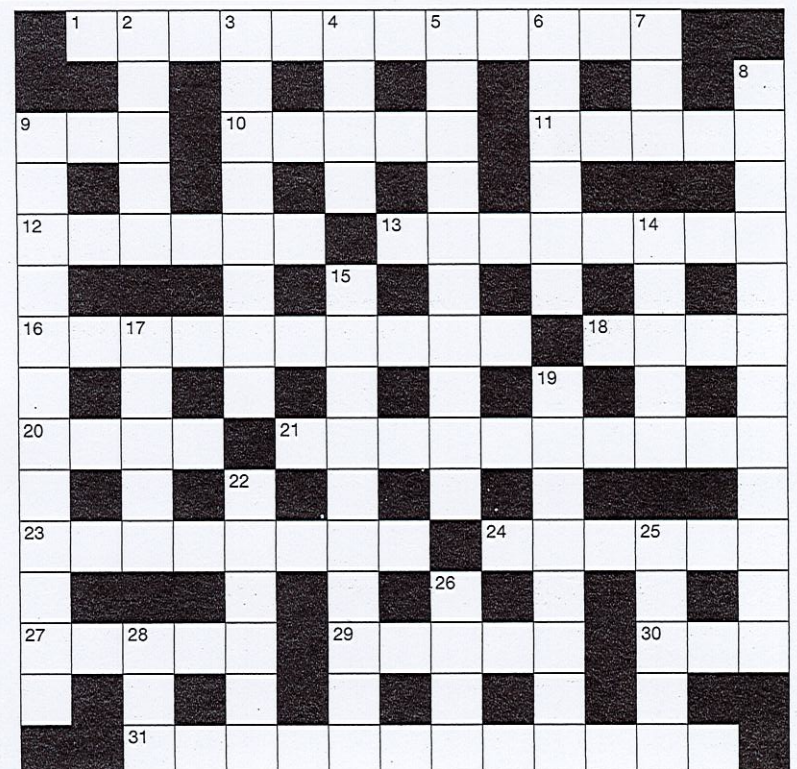
BULLETIN CROSSWORD

ACROSS

2. Their application may be to order locks. (5,3,4)
9. Cause of constriction round the neck. (3)
10. One gets less disturbed away from the mainland. (5)
11. It's different in cut for military wear. (5)
12. Greek character delivering doctor in a foreign car. (6)
13. The gift of uniting party and country. (8)
16. Unpleasant medley of tunes again. (10)
18. Covering entertainment. (4)
20. Objects achieved financially when they meet. (4)
21. Stupid person joining the boss in lying. (10)
23. Pine not for the firm and the golf club. (8)
24. Wry smile about having a turn at breakfast. (6)
27. Join right and left with one twist. (5)
29. British people's unfriendliness towards Northern Ireland. (5)
30. Time to start the business of the meeting. (3)
31. Isn't it pointless to be so tactless? (3,2,7)
6. Expenditure on free-range hens? (6)
7. Man in peak condition. (3)
8. Campaign for cheap petrol. (7,5)
9. Accounts for there being no falling-off over these troubles. (12)
14. An epic one held up Irish politicians. (5)
15. Hogs' toilet prepared for one to study animal behaviour. (10)
17. No record turnover of loot at a lower level. (5)
19. Mistaken idea that Louis is unhappy in study. (8)
22. Taunt about the Italian being dim at the end of the day. (6)
25. Play for time in the market. (5)
26. Shut up and you might hear one bark. (4)
28. Late letters. (3)

SOLUTION

The solution to the crossword in *IPMS Bulletin 11/93* is:
ACROSS: 1 Backward glance 8 Expensive 10 Olive 11 Widge 14 Instep 15 Rebound 16 Leap 18 Seen 19 Masonic 20 Iota 21 Tutu 22 Alleges 24 Gaggle 25 Slap-up 29 Okapi 30 Induction 31 Change one's name
DOWN: 1 Beef Wellington 2 Cupid 3 inter 4 Rain 5 Glen 6 Abound 7 Cointreau 8 Keep in suspense 12 Tenable 13 Coroner 14 Incites 17 Autograph 22 Albion 23 Slacks 26 Paise 27 Rice 28 Eden



DOWN

2. Jolly fellows going around swilling ale in the province. (5)
3. Superficial need to dance and jump around. (4,4)
4. Clever enough to head off the board. (4)
5. Not having the right connections. (10)

