

## And on a Lighter Note

An engineer dies and goes to Hell.

Dissatisfied with the level of comfort, he starts designing and building improvements. After a while, Hell has air conditioning, flush toilets and escalators. The engineer is a pretty popular guy.

One day God asks Satan, "So, how's it going down there?"

Satan says, "Things are going great. We've got air conditioning and flush toilets and escalators, and there's no telling what this engineer is going to come up with next."

God is horrified. "What? You've got an engineer? That's a mistake – he should never have gone down there! You know all engineers go to Heaven.

Send him up here! "

Satan says, "No way. I like having an engineer on the staff. I'm keeping him."

God says, "Send him back up here or I'll sue."

"Yeah, right," Satan laughs, "and where are you going to get a lawyer?"

With apologies to absolutely nobody!

## The UKAPE Website

It has been recognised for some time that the current website is looking somewhat old and tired. The newly appointed Information Technology and Communications Officer (ITCO) Peter Milne has been working on producing a new and invigorated website, with the help and encouragement of president John Gallen. It is anticipated that this will be up and running during August.

Consideration is also being given to producing a Facebook page as this seems to be something all major organisations do. Any suggestions or assistance in this project would be greatly appreciated. For this and any other ITC matters, please contact Peter on: peter.milne@ukape.org.uk.

## What does it mean to be English?

An English national daily newspapers asked readers "What does it mean to be English?" Some of the emails were hilarious but this one from a chap in Switzerland stood out:

"Being English is about driving in a German car to an Irish pub for a Belgian beer, and then going home, grabbing an Indian curry or a Turkish kebab on the way, to sit on Swedish furniture and watch American or Australian shows on a Japanese or Korean TV, which will soon be powered by a Chinese nuclear power station."

And the most English thing of all? -  
"Suspicion of anything foreign."

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If you have a home email address where we can contact you, please email the details to Peter Everitt. Updated information is also posted on the UKAPE website at: [www.ukape.org.uk](http://www.ukape.org.uk)

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## The President's Page

As the incoming UKAPE President, the Engineer Today (ET) Editor has advised me that I have a President's Page in the ET all to myself. So at the beginning of my term of office I think that an overview of my hopes would be relevant. In the past decade or so Professional Associations such as ours seem to have fallen out of fashion perhaps due to changes in employment law and society in general.

However as professional engineers UKAPE is not just about employment it's also about the future of and how Engineers will be recognised and where UKAPE will be in this new society. I believe that we should reclaim the title of Engineer and that it should have gravity and status as befits our predecessors such as Brunel, Stevenson and Baird to do this we need to change and adopt the new philosophies and modes of the 21st Century. "Change is the Law of life and those who look only to the past or present are certain to miss the future", said J. F Kennedy.

As agreed at the AMM it is intended to introduce a Campaign for Change (C4C) that will help UKAPE to become a sustainable and vibrant organisation fit for this century. We will have various sub-committees that will look at the many aspects of modern society and recommend the appropriate action to UKAPE. Sub-committees will examine and report on the following areas

- Rebranding Sub Committee
- Professional Group Sub Committee
- Public Relations and Marketing Sub Committee
- Professional Development Sub Committee
- Resources Sub Committee
- Strategic Sub Committee
- Web Site Sub Committee

Committees are working hard on many issues including a new website, marketing and rebranding however many committees are currently quite thin on the ground as they are manned by members of the Executive Committee (EC) which means that some EC members fill posts on two committees and several only have two members. UKAPE is an organisation run by the members for the members and our visions is

### The United Kingdom Association of Professional Engineers campaigning for fair representation for Professionals in their working lives

If you want to become involved in this exciting new challenge of C4C and reclaim the title of Engineer and revitalise your organisation with new and innovative concepts kindly contact the President or your Centre Representative for more information.

*John Gallen MBA*, President

## Thoughts of the Departing President

It was late on 15 June this year, the day before I was scheduled to travel to the UK for the Annual Members Meeting 2016, when I was suddenly struck by a bout of serious vertigo. I staggered up the stairs to bed and fell on the floor of the bedroom. A good night's sleep was all I needed I thought, but the following day things had not substantially improved.

We tottered off to the local hospital where I was prodded, poked, given an ECG and had several gallons of blood taken. I was then bundled off in an ambulance and driven at breakneck speed about 50 kilometres to a neighbouring hospital for a brain scan. I am pleased to confirm that contrary to popular belief not only do I have a brain but it is also working reasonably well!

Following the scan, I was driven back (at equally break neck speed) to our local hospital where it was concluded that all the tests were OK and I was diagnosed with Benign Paroxysmal Positional Vertigo (BPPV) which would eventually go away of its own accord. This is caused by crystals forming in the balancing mechanism in the inner ear.

Whilst all this is in a sense gratifying it did mean that I missed the meeting and largely as a result of the intransigence on British Airways' part, I finished up considerably out of pocket. I had decided sometime back that it was time for me to retire as president for a number of reasons but mainly because my travelling expenses are high which is not the best way to spend the Association's dwindling resources. It also seems to me that the president of a UK based union should live in the UK, which I do not.



John Gallen MBA

Given recent events however that could change before long. As ever the job of president is a mixed bag but it has been in the main an enjoyable one. There comes a time however in every job where one thinks that it is time to move on rather than regurgitate the same ideas one has presented previously. For me that time has come and after some private discussions with John Gallen, I am sure that we will benefit from his fresh ideas and enthusiasm.

I was hoping to personally handover to John at the AMM which was not to be, so I will take this opportunity to wish him well in his new role and offer him every support in my new role as chair of the Public Relations and Marketing Sub Committee and continuing editor of this august organ.

*Bob Simpson*

## Transfer of Undertakings Protection of Employment

The Transfer of Undertakings (Protection of Employment) (TUPE) regulations state that immediately before a service provision change (SPC), there has to be an "organized grouping of employees" whose principal purpose is to carry out the client's activities. In *Amaryllis Ltd v McLeod and ors*, the Employment Appeal Tribunal (EAT) held that tribunals must concentrate on the position immediately before the transfer rather than relying on historical events when deciding if there has been an SPC.

### Basic facts

Millbrook Furnishings Industries held contracts for about 50 years with the Ministry of Defence (MoD) to renovate upholstered wood and metal furniture. Between 2003 and 2008, however, Amaryllis was awarded a contract which involved supplying new furniture as well as carrying out the renovations, which it sub-contracted to Millbrook.

In 2008 the MOD split the supply of new furniture from the furniture renovation contract. Millbrook was awarded the renovation contract until 17 December 2012 when the MOD awarded contracts under a framework agreement to a panel of firms which included both Millbrook and Amaryllis.

Millbrook carried out the renovation work as part of that agreement. In early 2014 the renovations contract was awarded to Amaryllis. A number of employees brought claims that there had been an SPC under TUPE Regulations 2006 and that their employment had therefore transferred over to Amaryllis.

### Tribunal decision

Although the employees assigned to the MoD renovations contract spent about 70 per cent of their time on it, the judge said this was not enough by itself to show that the principal purpose of the department in which they worked was necessarily to service the contract with the MoD.

Equally, however, the historical evidence showed that although the department had originally been set up to service the MoD contract, it had not "morphed" into one that operated principally to service the needs of all its customers by doing other work, as the MoD remained their major customer. There was therefore an organized grouping of employees in Millbrook which had at its principal purpose the carrying out of the activities concerned on behalf of the MoD. As such, there had been an SPC. Amaryllis appealed.

### EAT decision

The EAT upheld the appeal. The judge's observation that the department had not "morphed" (presumably from its inception 50 years) indicated that he had overlooked the period between 2003 and 2008. During that time, even if it could be said that there was an organized grouping of employees, they were not dedicated to carrying out activities for the MoD because Amaryllis was Millbrook's client, not the MoD.

Further, the fact that the judge looked back at a continuous 50-year period also indicated that he was relying on the work carried out in the department as a whole generally, rather than work carried out by Millbrook under its contract with the MOD.

### Comment

This case illustrates the importance of concentrating on the precise wording of TUPE when considering the evidence of the existence of an organized grouping. This must exist "immediately before" the transfer so evidence that the employees were in the past grouped into a team servicing the contract which is now to be transferred is insufficient. The evidence must show that the organized grouping persists.

The EAT has again stressed that it is important to establish what was the purpose of the organized grouping. It has to be shown, either by direct evidence or inference, that the purpose was to service the activities that the client wanted performed under the contract.

## Editorial

Following the previous edition of ET, we received a lengthy email complaining that our article concerning the effect a vote to leave the EU could have on Engineers was political. In addition, the writer wanted to use both the ET and the AMM as a platform to express the views of UKIP. The article in question was not political but served to provide the facts that were known at the time. To be clear we will explain UKAPE's position on political matters as follows.

In simple terms this means that UKAPE does not support any Political Party and will not contribute to any Political Party's funds. This does not mean that there cannot be any political exchange between members neither does it mean that individual members are barred from contributing to the UNITE political fund if they so wish.

It does mean that any political matters will not become UKAPE policy. I would also draw your attention to the disclaimer on the final page of Engineer Today, which clearly states. The views expressed in the Engineer Today are those of the authors and they do not necessarily reflect the views of the editor or the Executive Committee of UKAPE or UNITE.

Moving on, even though I was not present either at the June EC meeting or the AMM, I am aware of the criticism levelled concerning letters and articles that did not appear in the ET. Perhaps I can explain: Just over two years ago, under somewhat peculiar circumstances I was elected president of the Association. So I was by then President of UKAPE and editor of ET, not to mention running my own business in which I was the sole employee/employer, company secretary, managing director and head cook and bottle washer. Something had to give.

It was quite apparent that the ET had disappeared and other than a few vague questions at EC meetings, I was overwhelmed by the offers of support and assistance which amounted to the usual reaction one has come to expect. So now that I have relinquished the presidential role and am in the process of winding up the business, you the readers can expect to be bombarded on a quarterly basis by the regular acerbic and cynical comments you have seen in the past.

You will have noticed that this issue is rather late. This is largely as a result of tardiness on the part of some contributors coupled with my own problems of BVVP. Whilst we have been tolerant of late contributions in the past we will in future adopt a more rigid policy and if copy is not available on the dates required to meet the publication deadline it will not be included.

For the remainder of 2016 the copy deadlines will be the first Sunday of September and December which is in fact the fourth of the month in both case in both cases.

Having said that we are always happy to receive comments, opinions and letters from our readers and will publish everything received on time that is not libellous, or does not contravene the policies or sensibilities of Unite.

## Ove Arup at the V & A

For those members who live or may be visiting London there is an exhibition currently at the Victoria and Albert Museum featuring the life and times of Ove Arup.

Arup was born in Newcastle-upon-Tyne in 1895 of Danish parentage and went on to become one of the most successful engineers of the twentieth century. The exhibition concentrates on Arup's concept of total design which in building design means the close collaboration between Architects and Engineers from the very beginning of a project. When Arup formed his consultancy in 1938 this was completely unknown territory. The Arup concern is now a multidiscipline and multi-national organisation and the exhibition highlights such high profile buildings as the Sydney Opera House, the Pompidou Centre in Paris and (my favourite), the Penguin Pool at London Zoo.

This retrospective is on until 6 November as part of the Engineering the World series at the museum.

If Ove Arup doesn't take your fancy you can always go to Undressed: A Brief History of Underwear which is at the same venue until March 2017.

## The Referendum

Following what we had intended to be a measured assessment of the implications for Engineers on the European leave or remain issue in the previous ET, we received a statement from one of our long term members expounding a different view. It was our intention to publish this (with his agreement) but it was decided that this would not serve the best interests what has become the exit debate. Instead we include some comments from the TUC, which are intended to be of interest and help to our members.

After the vote to leave the European Union, the UK is in uncharted waters both politically and economically. The TUC did not seek this outcome, but accepts the decision of the British people. Yet with so many still so scarred by the effects of the 2008 financial crisis, working people and their communities must not pay the price again of economic slowdown and uncertainty.

Working people must not pay the price of economic uncertainty after the referendum. Higher wages would not only stimulate the economy, but would begin to redress anger at inequalities and injustices that may have played out in this vote. After all, average real wages are still £40 a week less than they were when the global financial crisis began, the longest and deepest crisis in earnings since the early 1800s. While there were some gains in 2015, these have already begun to retreat. The TUC supports the government's higher minimum wage (the so-called 'national living wage'), but more needs to be done. The lowest paid are in the greatest need of protection: the government should commit to significant progress towards a real living wage, ensuring that young workers are not left behind.

The government should remove the one per cent cap on public sector pay rises, and should encourage private sector employers who can pay more to do so. There is a virtuous circle: with the government acting decisively, firms will be more confident to give pay rises, and these will quickly be returned to firms through more spending. The IMF have just advised Japan to require profitable employers to 'comply or explain' against a target of 3per cent wage increases in the private sector; the UK should pursue a similar policy. The government should also promote collective bargaining, which is the best means to delivering rising living standards and greater equality.

The government should also act to protect working people's pensions. The shock experienced by investment markets since the referendum risks inflating pension scheme deficits and undermining trustees' funding plans. The Pensions Regulator should allow maximum flexibility in scheme funding to ensure that short-term volatility doesn't lead to a fresh round of pension fund closures and a hit to both the long-term savings of UK workers and the capacity of British companies to invest for the future.

UK workers should also not pay the price of voting to leave the EU in terms of reduced rights at work. The European Union has played a central role in protecting working people from exploitation, combating discrimination and promoting good employment practices. Politicians from both sides defended these rights as part of the referendum campaign. The government should commit not to repeal any of the rights which are guaranteed by the EU. Watering down or dismantling this legislation would amount to a direct attack on the basic rights, security and standards of living of working people and a denial of campaign promises. It would also risk further damaging confidence and spending, when it is vital not to let demand in the economy weaken.

### Recognising how trade unions can help Britain succeed

The government must recognise that trade unions have a constructive role to play in the post-referendum environment. Throughout the recent steel crisis, unions worked constructively with government and business to safeguard jobs and investment. The involvement of employers and unions in the German response to the global financial crisis from 2008 onwards was a key factor in Germany's earlier recovery than the UK's.

In the wake of the vote to leave the EU, unions and employers can, by working together, help prevent investors from fleeing the UK. This could help secure deals with employers to preserve jobs (and in some places, sustain whole communities) through this time of uncertainty. For workers, involvement in decisions about how the referendum result may affect their workplaces will help counter disaffection with those in authority stemming from economic vulnerability and a sense of powerlessness. The government should set an example by involving unions in its planning, and should require employers seeking assistance from the national action plan to do so in consultation with the unions representing their workforces.

### Preparing for exit negotiations

The voters have been clear that they want the UK to leave the European Union. The task for the UK's leaders is to work out how that can be achieved without working people paying the price. Years of uncertainty will be unhelpful for investment and would leave working people unable to plan their own futures. Investors will postpone job-creating investment until they know the UK's future path, and people will put off major life decisions such as whether to marry, change jobs, start a family or buy a home.

The government must urgently bring together a team of people to plan Britain's next steps. This team must be cross-party, and have members not only from regional government, the Northern Irish, Scottish and Welsh administrations (as the prime minister indicated in his resignation statement) but also representatives of business, unions and civil society.

The top priority is to protect access to the EU's single market, to which nearly half of our manufacturing and much of our services are exported. Polling the week before the referendum suggested that 57 per cent of voters – including half of those planning to vote to Leave – would favour the same relationship with the EU that Norway has, rather than the looser, less beneficial arrangements of countries like Canada and Switzerland. We need to build the growing consensus in favour of an arrangement that would guarantee jobs and rights at work, while respecting the wishes of the electorate to leave the EU.

But as the situation develops in the coming months, the TUC will doubtless return to the theme of which model for Britain outside the EU would best support the living standards and aspirations of working people, and how best we should approach our impending exit from the EU.

### Rebuilding confidence and common purpose

The UK now needs to move on from the decision made in the referendum without rancour or recriminations. There is evidence of an increase in racist hate crime. Politicians must step back from divisive and inflammatory rhetoric, whilst racist incidents must be firmly dealt with, both in workplaces and in the wider community.

The government must confirm the continued right of EU citizens currently living and working in the UK to remain here permanently.

The government, and the whole political class, must consider anew how to recognise and act upon the legitimate concerns of many voters about immigration. The TUC will return to this topic in a major new project speaking out for the concerns of those left behind in the UK economy, but for now we propose some initial actions that could be taken in the coming months.

The government should reintroduce a migration impacts fund so that the benefits of migration are shared fairly with the communities and public services in the areas of highest immigration and highest pressure. And the UK needs firmer rules and tougher enforcement to prevent unscrupulous bosses using migrant workers to undercut local labour. If all companies were required to respect collective agreements, this would ensure that employers were unable to use migrants to undercut pay rates, which would additionally help prop up demand in areas of high immigration.

On the question of Health and Safety legislation, the TUC has this to say:

It is difficult to state exactly how many lives have been saved, or how many illnesses have been prevented because of EU legislation. In the year that the Framework Directive and six-pack came into force there were 368 worker fatalities in the UK. Last year there were 142. What is noticeable is that the decline in deaths has plateaued since 2010. The same is true of occupational illnesses. This is the period during which there has been a reduction in the level of regulatory activity from the European Commission, although it also corresponds with a decline in inspection activity in the UK.

A European Commission review of all the 24 main Directives on health and safety conducted in 2015 concluded that the EU framework is coherent with few overlaps. The regulations have also been transposed into national states with very few problems. Overall the effect is good, especially for workers' health and safety, and there is no evidence of the regulations being what the UK Government has called a "burden", or cost, and instead are a benefit to business. These regulations cover many of the most important sectors or risk factors that lead to death injury and ill-health in the workplace such as chemical safety, carcinogens and musculoskeletal disorders. They also cover machinery safety and personal protective equipment which means that there are minimum and understandable standards that exist across Europe and which have helped prevent the importation and use of substandard or dangerous equipment.

It is unclear what the situation will be following the UK vote to leave the EU. The UK has however indicated that it wants to reduce existing EU protection including repealing a number of directives or parts of directives and removing the requirement for employers to provide eyesight tests for display screen equipment users, and the need for small, low risk businesses to make a written risk assessment.

The Government's current deregulatory proposals were written in the context of remaining within the EU. Now Britain has voted to leave, depending on any agreement with the EU, then further reductions are certainly likely.

In recent years, EU-led improvements in health and safety protection have been more limited than in the past, but the overall contribution of EU regulations on health and safety to the UK workforce is substantial. As shown by the recent evaluation of EU regulations, the overall package of directives is practical, fit for purpose, and, more importantly, effective. It is clear that the UK Government should more actively engage and support an improved and revitalised package of measures aimed at tackling the huge burden of occupational illnesses that are being experienced.

Having covered the concerns expressed by the TUV what are the long term problems facing the new government?

Initially, the implementation of Article 50 of the Lisbon Treaty. As this has never been invoked, there is no precedent for guidance concerning withdrawal from the EU. The only comparable situation is Greenland's withdrawal from the EEC in 1985.

Having dealt with that, the Government will have to address the thorny issue of what to do with EU residents in the UK (about 3 million) and the UK residents in the EU (about 1.3 million). The Vienna Convention seems to suggest that individuals who have accumulated rights under a treaty should retain those rights if the treaty were terminated. It remains to be seen if this will actually be implemented in practice and if whatever action is agreed is reciprocated.

Then there is trade. There appears to have been no consideration of this by the exit lobby. There have been vague references to the Swiss, the Norwegian and the Canadian models but nothing definite. Bear in mind that EU trade deals take a long time to conclude, Canada's has taken seven years and it is not yet ratified. Consider also the comment made by Jean-Claude Juncker, "Deserters won't be welcomed with open arms." This attitude will no doubt be aided and abetted by the continued presence of Farage in the European Parliament. There is also membership of the World Trade Organisation which opens up another can of worms. If the UK's agreements with other WTO members need to be renegotiated, in the words of Barack Obama, the UK would be "at the back of the queue". The civil service is now woefully short of trade negotiators and that will need to be addressed. No doubt the government will call upon the services of the usual management consultants, Price WaterhouseCoopers, Deloitte, KPMG etc. Whilst these firms are not the cheapest (£500 per hour for a trainee?) and almost certainly have limited experience in this field, they are part of the private sector and are thus inherently more efficient, vibrant, dynamic and therefore much more credible than the civil servants, who have hitherto effectively dealt with these matters.

There is also the Finance industry. Currently London is the financial capital of Europe with British banks and insurance companies free to set up branches and sell services throughout Europe. It is no secret that both Frankfurt and Paris have long been looking to take over this role, the exit result could easily present them with a heaven sent opportunity, leading to large scale redundancies in London.

Finally, there is the law. This is almost certainly the most complex area. There are about 80,000 pages of laws and regulations that have been produced by the EU. Undoing the supremacy of EU law over UK law could be easily done by repealing the European Communities Act 1972. The difficulties arise after that. The EU has sole responsibility for such matters as competition, international trade, agriculture and fisheries. It also has a role in areas of national law including employment, equality and the environment. If the 1972 Act were to be repealed these regulations would no longer apply and parliament would either have to pass them into new laws or enact new legislation.

These are by no means the only challenges to be encountered by the new prime minister and her cabinet, but it's comforting to know that we in the UK will now be free to make our own decisions, or sit back and observe the conservative party make them for us, as we watch the economy and our standard of living slide ignominiously down the pan.

*Bob Simpson*

## A Message from the UNITE General Secretary

*Dear Unite Members*

The country has decided. There will now be discussions to deliver the different relationship with the European Union that the voters, including significant numbers of Unite members, have democratically declared that they want.

What unfolds next is uncertain. The country faces the prospect of electing a new prime minister and the terms of the exit must be negotiated.

Please rest assured that your union will be putting your interests first. We will do everything in our power to safeguard your rights, your jobs and your living standards.

In the weeks and months to come the process of discussing the terms of the UK's exit from the EU will begin. You can be confident that your union, your officers and our expertise will be fully engaged with these discussions and battling daily in your best interests.

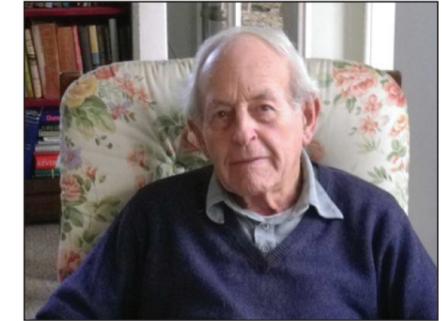
In solidarity

*Len McCluskey*

General Secretary

You can read UNITE's statement on the referendum vote on the UNITE Website at: <http://www.uniteunion.org/news/unite-the-union-statement-on-european-union-referendum-vote/>

## John Douglass Sampson MA C.Eng. F.I.Mech E. F.I.Mar.E. 25 May 1922 – 5 July 2016



Those members who have been in or around UKAPE for many years will be aware of the legend of John Sampson, who sadly passed away in July.

UKAPE was formed in 1969 from an organisation known as the Engineer's Guild. The original General Secretary was Ken Peplow, who was also the Secretary of the Guild. It became apparent that the two organisations did not have similar aspirations and they separated in 1973 with John, who had chaired the original Formation Committee becoming General Secretary of UKAPE in its early formative years.

One of John's first actions was to appoint Charles Hickling as Deputy General Secretary together with a new team of staff. It was a new look UKAPE which by then was officially a trade union facing up to a daunting situation. John brought the finances under control and then reversed the membership drain by instigating a massive mail-shot recruitment drive which brought in some 1200 new members. John continued to drive the Association to become a viable organisation with around 15,000 members. Even so he did not consider that was large enough to carry sufficient weight so after a few years an amalgamation with the then maverick EEPTU was successfully achieved. One of the consequences of that was that the union rules stated he had to retire at age 62; a great loss to the union.

Bob Douglas attended the funeral service along with three other UKAPE members which was held in Shillingstone in Dorset on 21st July. Bob's impressions are included here.

It is only at a funeral that you hear the interesting story of a departed friend's life.

John had an early interest in engineering. When he was conscripted from university he was sent as a junior officer to maintain aircraft at a naval flying school in Trinidad. He later had a similar post in Australia. Back working in civilian life he discovered that his boss was only 2 years older than him so he had no chance of promotion. He resigned and was deputy engineering manager at Bulmers Cider. Later he worked as a marine engineer for Coles tugs in London. After being made redundant from this post he gradually became involved in the Engineers Guild and then UKAPE. After retirement he was able to spend more time on sailing and steam railways accompanied by his eldest son. After his wife died several years ago unfortunately his own health deteriorated.

This information and much more was described by John's two sons in eulogies at the service. This was low key and held in the Shillingstone Anglican Church Centre attended by about 25 people with a priest officiating. John was transported on a small trolley to the front of the hall in a wickerwork coffin. At the end of the service we all went to a natural burial ground where he was interred. This was a very peaceful and tranquil resting place, surrounded by trees and shrubs

I spoke to several of his relatives who were pleased that we had attended as it showed that we still remember what John Sampson had done to create UKAPE.

## How to Survive a Heart Attack When Alone

We recently received an email dealing with the above topic which recommended what is known as coughing CPR. We had originally included this in the current edition but subsequent research indicated that this was not a valid technique.

A more sensible approach is shown on this website: <http://www.wikihow.com/Survive-a-Heart-Attack-when-Alone>

It is appreciated that this is written for the American patient but the advice is easily translated into UK Speak.

We would suggest that if you receive the email recommending the coughing procedure, you forward the above link to the sender.