

RMT *news*

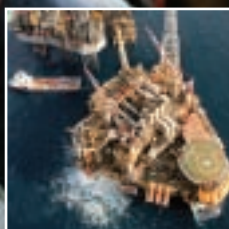
Essential reading for today's transport worker

NATIONALISATION NOT PRIVATISATION

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www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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CREDIT UNION

EDITORIAL



NATIONALISATION NOT PRIVATISATION

RMT members marched in Brussels last month with transport workers from across Europe demanding an end to the EU drive to privatise public transport networks.

Transport unions were marking the first anniversary of the European Commission's Transport White Paper, which will open up domestic passenger rail services, bus, and metro and ferry services to private monopolies.

These rules force elected governments to introduce 'market competition' to outsource and privatise transport networks.

However the results of privatising and fragmenting industries can be seen on London Underground when Gordon Brown handed over infrastructure management to private companies.

The PPP experiment has now thankfully been abandoned but former Tube Lines staff have been refused the right to join the Transport for London Pension Scheme and receive the same travel concessions as those who work for LUL, including former Metronet staff.

RMT has been forced into calling strike action to stop this injustice as there is simply no excuse for refusing to give equal pension and pass rights.

EU rules are also behind the planned privatisation of profitable routes on the Caledonian MacBrayne ferry service.

This is clearly the thin end of a profiteering wedge that would smash apart the concept of Scottish ferries as a public service in the name of private greed.

The union faces huge legal challenges as a result of changes to the civil legal system by Lord Jackson which will affect services that RMT can provide and undermines funding for cases to be taken up.

If that wasn't bad enough there are now consultations on charging for employment tribunals and raising the time limit for qualifying for unfair dismissal from one year to two years.

Therefore we need to give consideration over the coming months to the type of legal service required for

members and the affordability of it in the future.

That is why the annual general meeting agreed to produce a wide ranging survey of all branches asking for suggestions as to how to improve our legal services. Please ensure that your branch returns this questionnaire to Head Office by no later than June 1.

The Tory-Lib Dem double act is also looking at rewarding their friends in the bus industry by introducing more competition for lucrative bus routes.

This would return the industry to the bus wars of the 1990s where jobs, pay, pensions, services and affordable fares were sacrificed on the altar of private profit.

In order to stop this RMT gave evidence to the cross-party Transport Select Committee stating that Thatcher's privatisation of buses in 1985 has been a complete disaster for passengers and workers. We want nationalisation of bus services in the long term and we also argued for greater regulation of bus services outside of London, so that private companies cannot ride rough shod over workers and passengers.

We left the committee in no doubt that private profit from bus services should be stopped and that money used to invest in publicly owned bus companies that would provide the jobs and bus services communities in cities, towns and the countryside need.

Scottish signallers in Stirling have vote 100 per cent for strike action in a rosters dispute with Network Rail and members at Freightliner are taking 24 strike action later this month over pay.

Finally as I write the offshore gas Elgin Platform is still spewing out gas.

This union believes that the workforce, those taking all the risks, should be involved in offshore health and safety issues in order to avoid situations that could lead to a major disaster.

All the best

Bob Crow

RMT News is compiled and originated by National Union of Rail, Maritime & Transport Workers, Unity House, 39 Chalton Street, London NW1 1JD. Tel: 020 7387 4771. Fax: 020 7529 8808. e-mail bdenny@rmt.org.uk The information contained in this publication is believed to be correct but cannot be guaranteed. All rights reserved. RMT News is designed by Bighand Creative and printed by Leycol Printers. General editor: Bob Crow. Managing editor: Brian Denny. No part of this document may be reproduced without prior written approval of RMT. No liability is accepted for any errors or omissions. Copyright RMT 2011

When you have finished with this magazine give it to a workmate who is not in your union. Even better, ask them to join RMT by filling in the application form opposite

TUBE LINES STRIKE FOR PENSION JUSTICE

RMt has announced 72 hours of strike action this month following a four to one vote in a ballot of Tube Lines staff in support of a dispute over pensions and benefits justice.

RMT has been demanding that all Tube Lines staff, including ex-Alstom staff at Stratford Market depot and the Emergency Response Unit, be allowed to join the Transport for London Pension Scheme and receive the same travel concessions as those who work for LUL, including former Metronet staff.

The union call for justice has

been on the agenda ever since London Underground took over Tube Lines as part of the rescue operation after the failure of the tube privatisation project.

Parity would bring Tube Lines staff free travel within London and 75 per cent of the cost of rail travel – the concession that all Tube staff, including ex-Metronet people, already get.

Tube Lines staff are responsible for both maintenance and upgrade work on the Jubilee line, Northern line and Piccadilly line and action by staff will have a

serious and widespread impact across the system. RMT reps will be closely monitoring the safety environment.

RMT general secretary Bob Crow said that members had delivered a massive mandate for action following a straightforward demand for parity with other Tube staff.

“This dispute is about justice and about ensuring that all groups of staff under the umbrella of London Underground receive the same rights and benefits and our members have no choice but to strike to secure those basic

rights.

“Former Metronet employees have been allowed back into the TfL Pension Fund and now also have the same travel facilities as other LUL employees.

“Tube Lines is now a wholly owned subsidiary of Transport for London and there is simply no excuse for refusing to give equal pension and pass rights.

“The union remains ready to talk, and the strong mandate for this industrial action shows Tube Lines and TfL the depth of anger there is over this blatant lack of fairness and justice,” he said. ■

RMT SLAMS PLANS TO SMASH UP SCOTTISH FERRY SERVICES

RMt has slammed plans that would lead to the privatisation of profitable routes on the Caledonian MacBrayne ferry service as the “thin end of a profiteering wedge that would smash apart the concept of Scottish ferries as a public service in the name of private greed.”

The Transport Scotland document identifies five routes for privatisation:

- Ardrossan – Bodick
- Wemyss Bay – Rothesay
- Oban – Craignure
- Largs – Cumbrae
- Pentland Firth

RMT is warning that the drive, part of the SNP administrations attempts to cut capital costs by over 30 per cent, would result in higher fares, job losses and the cherry-picking of the most profitable services at the most



profitable times.

RMT general secretary Bob Crow said that if the five routes were sold off for profit it would fire the starting gun for the smashing apart of Scottish ferries as a public service.

“We agree that there needs

to be investment in fleet and infrastructure but that should be seen as exactly the kind of project that can create jobs not as an excuse for handing fat contracts to outfits like Lombard/RBS for extortionate leasing agreements.

“RMT has run a campaign

involving local communities to defend Scottish Ferries from exactly this kind of attack for a number of years now and that will now jump to a new level in light of this draft report and as we await proposals for Northern Ferries,” he said. ■

NO MORE GRAYRIGGS

Protest at Preston Law Courts against cuts as Network Rail fined millions for Grayrigg disaster

RMT members protested outside Preston Law Courts against rail cuts earlier this month as Network Rail was fined £4 million for causing a train to derail near Grayrigg in 2007, causing the death of one passenger and injuring 86 people.

The company was also ordered to pay costs of £118,052 after pleading guilty to one charge under section 3(1) of the Health and Safety at Work etc Act 1974.

The established reasons for the Grayrigg tragedy were bad management and unrealistic workloads – problems that RMT insists will worsen as the government roll-out its massive rail-cuts programme that will slice 30 per cent from budgets while protecting the profits of the private train operators.

RMT general secretary Bob Crow said that despite the hefty fine those directly responsible

for the bullying and cuts culture that led to the tragedy of Grayrigg had got away with it.

"In fact it is the the rail maintenance budget that will end up losing out as that is where the £4 million fine will have to come from.

"Perversely, today's outcome makes another Grayrigg more likely while those in charge at Network Rail at the time have

been honoured and have gone on to make fortunes," he said.

Under the present set-up the Office of Rail Regulation, which brought the prosecution, is also the body demanding the cuts.

"The ORR have a blatant conflict of interest as both financial and safety regulator in the twisted world of rail privatisation.

"The ORR and the government are now demanding more cuts to staffing and maintenance as part of their support for the carve-up of the McNulty Rail Review, and RMT's fight for safety on the tracks will continue," he said.

The union is also calling for justice for the rail workers who suffered months of anguish after being suspended following the Grayrigg disaster.

Network Rail's own report into the derailment found that "no structured assessment was

undertaken to establish whether sufficient resources existed" and that "management systems employed...were not sufficiently robust".

But the lessons have clearly not been learned. Network Rail has already cut inspection frequencies and postponed infrastructure upgrades – dancing to the tune of a 'safety regulator' that also sets the budgets.

The McNulty plan also envisages billions in cuts to the rail budgets in order to protect the profits and dividends of the privateers.

Most dangerously, infrastructure will be divvied up among private train operators, for whom the first duty is to make profits for their shareholders: not just a new Railtrack, but a whole series of mini-Railtracks. ■



IRISH RAIL THREATENED BY EU PRIVATISATION

The Irish government announced last month that it would not be seeking an extension of its current derogation from European Union legislation demanding rail privatisation.

National railway Iarnród Éireann's only international link is with the UK's Northern Ireland Railways, which has a similar derogation from EU rail diktats.

The Northern Ireland Administration has not requested that the UK

government apply to extend its derogation. Both railways are 1,600 mm gauge and isolated from the wider European network by the Irish Sea.

IE is currently a publicly owned, vertically integrated state railway. However EU rules require a split in operations and infrastructure and the introduction access charges for the network to enforce market mechanisms into the industry.

The government is to 'consult' on how best to

'restructure' IE before the derogation expires on March 14 2013.

Irish Transport Minister and Fine Gael politician Leo Varadkar said: "Ireland is the only country in the EU which has been allowed to retain a single operator which regulates, operates and maintains its mainline rail network."

He said that European law demanded greater competition and freer access to the rail network sector across Europe.

"I would like Ireland to be well prepared to avail of any such opportunities in future," he said.

Ireland is among the countries in the eurozone that have had 'bailout' plans drawn up for them by the so-called Troika of the European commission, the European Central Bank (ECB) and the International Monetary Fund (IMF) which demand the privatisation of public services. ■

LONDON OVERGROUND CLEANERS WIN OLYMPIC BONUS AND SICK PAY

RMT members working as cleaners for John Laing on the London Overground contract have won a 3.5 per cent pay increase, full sick pay and an Olympic bonus.

The deal also restores differentials to supervisors with a 5.7 per cent pay increase, and both increases will be backdated to January 1 2012.

Under the deal a bonus equivalent to 25 per cent of the basic salary for all cleaning, team leader and supervisory staff will be paid for the period during in which the Olympic and Paralympic Games are taking place. For the two-week period from the end of the Olympic and the commencement of the Paralympic Games a bonus of 12.5 per cent on the basic salary will apply.

Cleaners will be eligible for the first time for entry into the company sickness scheme.

London regional organiser



DEAL: RMT reps Josephine Eksoh and Mohammed Orisakeye with Bob Crow and Steve Hedley

Steve Hedley said that it was a ground-breaking deal which set the benchmark for cleaners in the transport industry.

"We only recently won trade union recognition for this group of workers and they are being rightly rewarded for the hard

work they do," he said.

RMT won bargaining rights for the staff, who work from depots at Acton, Gospel Oak, New Cross Gate and Willesden, last year following a ballot carried out under Central Arbitration Committee rules.

RMT general secretary Bob Crow said that it was another major milestone in the campaign to win better pay, conditions and rights for a group of workers who have been hammered by privatisation. ■



Fighting McNulty: Members across the country have been campaigning against McNulty proposals to further fragment the rail industry

STOP MCNULTY!

The government has adopted the McNulty rail review as policy and it is demanding fewer, more overcrowded rail services, ticket-office closures, the axing of tens of thousands of front-line railway staff, the break-up of Network Rail into émini-Railtracksi and reduced safety standards.

Meanwhile rail companies will reap make even bigger profits on top of the astonishing £11 billion of taxpayers money that has been drained from the industry since privatisation. Make your voice heard at a public meeting near you (see opposite).■

ANDOVER

Thursday May 31, 7:30pm Andover Guildhall

BARNSTAPLE

Thursday May 31, 7pm Castle Centre, Castle Street, Barnstaple EX31 1DR

BLACKBURN & DISTRICT

Thursday May 31, 7:30pm Hornby Lecture Theatre, Blackburn Central Library, Town Hall Street BB2 1AG

CUMBERNAULD & KILSYTH

Thursday May 24, 7:30pm Link Community Centre, Room GP3, Cumbernauld

HULL & DISTRICT

Thursday May 24, 7pm Unison offices, 39 Alfred Gelder Street, Hull HU1 2AG

SOUTHEND

Thursday May 31, 7:30pm Southend Central Library, Victoria Avenue, SS2 6EX

CARDIFF COUNTY

Thursday May 31, 7pm Unite offices, Transport House, 1 Cathedral Road, Cardiff CF11 9SD

BRISTOL

Thursday May 31, 7pm Council House, College Green, Bristol

NATIONALISATION NOT PRIVATISATION



RMT members join trade unionists from across Europe to oppose EU moves to hand over public transport to private interests

Transport unions from across the European Union marched through Brussels last month demanding an end to the EU drive to privatise public transport networks across the continent.

Twenty unions representing thousands of transport workers, from Britain, France, Portugal, Cyprus and Italy Spain took over the centre of Brussels with a rally and protest.

The unions were marking the first anniversary of the European Commission's Transport White Paper, which will open up domestic passenger rail services, bus, and metro and ferry services to private

companies.

EU transport 'liberalisation' rules force member states to introduce 'market competition' to outsource and privatise transport networks across ferry, bus and rail networks, attacking the fundamental concept of 'socialised' public transport.

The privatisation of transport infrastructure and services along with other key national assets is a core demand of the IMF/EU/ECB troika now imposing austerity and mass privatisation on Greece and Portugal.

EU commissioners plan to create a "single European transport network" dominated

by private-sector monopoly interests that will lead to cuts in pay, more expensive services for passengers and maximum profits for big business.

Addressing the rally, RMT general secretary Bob Crow insisted workers needed to go on the attack against EU transport diktats.

"The transfer of ownership and control of transport to Europe's biggest private banks and corporate monopolies is an attack on national democracy and an anti-democratic veto by big business over the sovereign rights of the people," he said.

World Federation of Trades Unions representative and

member of the Pan-Cyprian Federation of Labour (PEO) Pieris Pieri explained that the EU "wanted to put transport under the control of capital".

He called for "class-orientated trade unionism" to fight for public transport to be run in the public interest.

"There is only one reply to this onslaught by big capital – the struggle of the working class is intensifying – the trade union movement must provide a powerful answer," he said.

Italian trade union USB national secretary Francesu Staccioli backed the rally in defence of publicly owned and publicly run transport

THURROCK BACKS EU REFERENDUM

Voters in Thurrock, Essex voted for a referendum on European Union membership this month by a margin of 90 per cent in a turnout of over 30 per cent.

The Electoral Reform Services carried out the historic poll on behalf of the cross-party People's Pledge campaign in the constituency and 89.9 per cent of voters backed the referendum call in an impressive turnout of 30.39 per cent.

Backing the pledge, RMT general secretary Bob Crow spoke at a public meeting with Labour MP Kate Hoey in Grays urging people to vote.

"The people of Thurrock have punched through the wall of silence erected by the political class over the issue of EU membership.

"The EU is imposing austerity and privatising public services on behalf of big business across Europe yet our politicians don't want us to even discuss it.

"Now they will find this strategy of silence a lot harder to maintain," he said.

Throughout the campaign local Tory MP Jackie Doyle-Price, and her Labour challenger, Polly Billington, refused even to acknowledge the pro-democracy campaign.

Pledge director Ian MacKenzie said that in a seat with a majority of just 92 at the last election, neither politician could now afford to ignore 14,590 local voters, almost as many as each of their parties polled in the general election.

"We are going to plan nationally for the next 11 People's Pledge referendums," he said.

RMT president Alex Gordon said the result was an emphatic rejection of the EU agenda of trying to erase "hard-won historic rights to make our own laws and decide our own future".

"The EU is imposing a form of pre-democratic, corporate feudalism – government by EU diktat that is reducing the status of Greece, Portugal and Ireland to neo-colonial outposts," he said. ■

Parliamentary column



FIGHTING JOB CUTS AND FARE HIKES

Rail unions, the TUC and transport campaigners launched a campaign this month to fight job cuts, service reductions, ticket office closures and fare hikes in the rail industry.

At a meeting with MPs at the House of Commons, union leaders and representatives from the Campaign for Better Transport raised their concerns about the government's proposals for the future of rail as outlined in the Rail Command Paper.

Concerns raised included the creation of multiple regional 'Railtracks' through the fragmentation of Network Rail, its capture by private operators through greater integration with Train Operating Companies (TOCs) and the selling of rail infrastructure through regional concessions, putting maintenance and safety at risk.

The campaign will also highlight issues such as service reductions and punishing fare hikes for peak time commuters resulting from more flexible and longer TOC franchises, the closure of more than 650 ticket offices, job cuts of up to 20,000 rail staff on stations, trains, ticket offices, signalling and maintenance and pay cuts.

Rail unions also pressed the case for better value for money and cost effectiveness through a national integrated railway under public ownership.

Chairing the event, TUC deputy general secretary Frances O'Grady said that the costs of the dysfunctional privatised rail system had fallen on the passenger and the taxpayer while billions had leaked out of the industry through wasteful transaction costs, dividends and profits.

"The government's proposals do nothing to address the problems created by privatisation and the government mantra remains: privatisation works, let's have more of it," she said.

RMT general secretary Bob Crow said that the solution was simple.

"Bring rail back under a single integrated management under public

ownership," he said.

Campaigns Director at Campaign for Better Transport Richard Hebditch said that passengers wanted more available staff, affordable trains and a reliable service.

"For the foreseeable future, we expect to see inflation plus three per cent fare rises on regulated fares and now there will be punishing fare hikes for those commuters who travel during peak hours, most of whom are forced to do so by the hours that they work," he said.

Shadow transport minister Maria Eagle said that the government's rail strategy was set to put private profit before passengers thanks to its inability to stand up to vested interests.

"Passengers are already feeling the impact of fare rises of up to 11 per cent this year thanks to the government's decision to give back to train companies the right to hike fares by more than the so-called fare cap.

"We now know from the refranchising tender documents that bidders have been promised the right to hike fares by eight per cent above inflation in 2013 and 2014 and then six per cent above inflation every year for the next 15 years.

"To add to the pressure facing commuters, ministers are also set to give TOCs even greater freedoms, including permitting even more expensive 'super peak' tickets and closing ticket offices, making it harder to get the cheapest deals.

"As a result of these plans, profit will now be the driving principle behind rail infrastructure in addition to rail services.

"The proposed deep alliances will see a single regional manager for the first time being accountable not just to Network Rail, but equally to private train company bosses.

"The creation of a set of mini-'Railtracks' will take us back to the days when decisions on infrastructure and maintenance were profit-driven," she warned. ■



PROTOCOL: RMT general secretary Bob Crow in Stavanger with IE general secretary Leif Sande, RMT president Alex Gordon and RMT national secretary Steve Todd

NORWEGIAN AND UK OIL WORKERS STRIKE DEAL

The union signed a renewed protocol agreement with Norwegian energy union Industri Energi (IE) in Stavanger last month to cover the interests of members of both unions working in the offshore energy sector of both countries.

RMT general secretary Bob Crow attended the meeting in Stavanger with RMT president Alex Gordon and RMT national secretary Steve Todd.

A protocol agreement between the two unions has existed for many years, covering some issues concerning the offshore and the diving industry.

The new protocol expands this cooperation to organising offshore energy workers in both the UK and Norwegian sectors who are not covered by any collective bargaining agreements.

RMT national secretary Steve Todd said that the two unions hoped to form a North Sea Organising and Safety Committee which will meet at least three times a year.

"This will enable us to discuss the situation in our respective sectors and how we

can best tackle the problems which affect us all, including health and safety issues and social dumping.

"We need to have the input of not just full time officers but representatives from the workforce, the very people who are at the coal face.

"At the end of the day it is about their representation and how best we serve them," he said.

Steve said that the meeting in Stavanger compared the different ways the two organisations could actively represent their members.

"It's quite clear from those discussions that we are miles behind when it comes to the rights of trade unions to be able to represent their members effectively.

"One particular issue that is still causes most concern is the right of access to the workforce and the right to appoint trade union safety reps.

"It is quite clear that the statutory instrument - SI971 - does not go far enough in allowing us access to the workforce or the appointment of reps and we are now

considering the possibility of a judicial review and whatever else we can do to try and address this problem.

"We have given the matter to our legal advisors as it has gone on for far too long and its quite clear that a piece of antiquated legislation clearly prevents us

from doing the job of representing our members effectively in this sector," Steve said.

The first two meetings between RMT and IE this year will be in London in July and in Oslo in October.

SOCIAL DUMPING EXPOSED

The *Daily Mirror* newspaper has exposed that cross-channel ferry operator Condor Ferries is getting away with paying its Ukrainian crew less than £30 for a 12-hour day.

That's barely a third of the minimum wage both in the UK and in Guernsey, where Condor is based.

The paper quoted contracts signed last summer between a crew member and Condor Marine Crewing Services, Condor's UK subsidiary.

The minimum wage at the time was £5.93, yet the Ukrainians "should expect to work up to 12 hours per day"

for £28.19 - that's as little as £2.35 per hour and "includes all overtime".

They worked on two ferries registered in the Bahamas, so the new Equality Act - which bans different pay rates for different nationalities on UK-registered ships - does not apply.

A Condor spokeswoman said it employs "a number of crew" every year on three-month contracts through an agency based in Ukraine.

RMT national secretary Steve Todd said: "This loophole is totally unacceptable and unfair on British seafarers".

A SPARK FROM DISASTER

As gas continues to escape the Elgin offshore platform RMT organiser Jake Molloy warns that workforce involvement in health and safety matters is vital



Last month a well on the Total UK operated Elgin Platform "G4" began spewing out gas at a rate of approximately seven tonnes an hour.

And as *RMT News* goes to press the gas continues to flow.

This is an unprecedented event in the North Sea, because the gas is flowing freely with no physical way of stopping it by normal means such as closing a valve or using an emergency shutdown system.

It is suspected the gas is entering the outer casings of the well several thousand feet below the sea bed and is flowing up these outer casings to the platform.

As the gas began to leak the platform was immediately shut down and the Offshore Installation Manager (OIM), realising the seriousness of the problem, began an immediate evacuation.

In little over three and a half hours, through a combination of helicopters from the RAF and Norwegian sources, over 200 workers were taken to safety.

The OIM and Total are to be commended for their rapid reactions, and every member involved in this event has praised the OIM for the way he handled the emergency.

However we still have some concerns about the period leading up to this event. Total has confirmed that irregular pressure 'spikes' were being recorded in the "annuli" (gaps between the outer casings) from mid-February.

After several attempts to 'manage' these increasing pressures a decision was taken to "kill" the well.

This is a process where fluids are pumped into the annuli to suppress the pressures and ultimately eliminate any potential for gas or anything else coming back up any area of the well. It was during this process that the pressure spikes increased dramatically and subsequently gas began leaking.

Workers tell us the OIM briefed them on the well problems they were experiencing and the obvious question was asked - 'what happens if the well fails, will we get gas on the platform?'

The OIM sought the advice of the Technical Authorities on this question, the engineers onshore, and the response apparently was - 'if the well fails it will happen several thousand feet below the seabed because there is a fail safe system designed into the well.'

Clearly this was not the case, so were the safety reps and the OIM given the wrong information? Or did the "failsafe" itself fail? Many questions remain to be answered about how the problem occurred, how it was 'managed' and what information was passed to the safety reps and management onboard the installation.

If we assume the information received from members is accurate, we would expect to see the Health and Safety Executive reflect on these issues in their investigations.

This is crucial as it may yet be another example of how the offshore workforce is 'disengaged' from the decision-making processes affecting their day to day health and safety.

RMT has been actively campaigning for greater workforce involvement of workers in the health and safety decision making process.

The union was recently at the forefront of a successful campaign convincing the industry that offshore safety representatives should be given more training to aid greater involvement and ownership of the health and safety agenda.

RMT also submitted a report to the Department of Energy and Climate Change (DECC) calling for greater powers for offshore safety representatives as part of their offshore regulatory review.

RMT maintains that the actual "risk-takers", the workforce, our members, should be empowered through knowledge and education to be truly involved in every decision making process from the board room to the tea-shack.

The union considers this to be entirely reasonable, given they face scenarios like the Elgin incident where, had the gas found an ignition source, we could have been looking at a major disaster.

NO TO MCNULTY



Supervisory and clerical grades meeting in Edinburgh call for unity to fight McNulty's plans to further fragment the transport industry

The annual supervisory and clerical grades conference meeting in Edinburgh called for a united campaign to defeat the McNulty review being adopted by the ConDem government.

Assistant general secretary Pat Sikorski said that the McNulty report threatened to break up Network Rail, job and wage cut and above inflation fare hikes every year to at least 2019.

"The big companies now want to mould the industry to operate entirely for profit.

"This would also mean the closure of ticket offices, stripping out staff and the introducing Driver-Only Operation by 2014," he said.

He warned that the moves represented the threat of a 'race to the bottom' with the introduction of agency workers in the drive to make money.

McNulty also demands lower wages and recommends that train companies should consider the closure of all ticket offices in 27 per cent of stations on the network.

The report calls for increasing the availability of ticket vending machines at larger stations, enabling a reduction in the number of ticket office windows, encouraging greater use of technology which does not require staff and increasing penalty fares.

Conference agreed that a positive campaign was required to present an alternative future for the transport industry based on decent public services.

Sean Hoyle from the Council of Executives reported that the union was supporting the broadest possible campaign, uniting unions, passenger and

community groups to defend clerical grades.

"McNulty is seeking to obliterate clerical grades across the rail network.

"We are working with TSSA in the Staff Our Stations campaign," he said.

Regional organiser Mick Hogg said that Scottish lifeline ferry networks faced McNulty-style attacks of fragmentation, job cuts and less services in the drive for profit.

He said that no private operator putting in tenders for Caledonian MacBrayne and Northlink ferry services could provide the same levels of health and safety, wages and services currently maintained by the union.

"In Scotland we have initiated a cross-union campaign through the RMT Scottish parliamentary group to

oppose the fragmentation of Scotrail and ferry services.

"We are on a collision course with the Scottish government and we need to be prepared now," he said.

Ronnie Coates, Edinburgh, said that in order to fight attacks from the government and the employers, the union had to build industrial trade unionism in the clerical sector.

"We have always represented all staff should be proud of our slogan 'all grades united in one common cause'," he said.

He called on the union to develop grade-specific propaganda to explain the benefits of RMT membership.

Conference agreed that the union should re-double efforts to organise clerical, supervisory and management grades into RMT membership.

Graham Knott, South Hants,

said that grades-specific charters that had been produced by the union outlining minimum demands and problems in the sector had proved successful in recruiting staff and winning battles.

"We need a new charter for this grade," he said.

Alan Pottage of the organising unit said that grades conferences were very important democratic parts of the union.

"Your conference helps to organise workers in your sector," he said.

Brian Woods, Feltham, said

that 'un-restructured' clerical and supervisory staff employed by train operating companies were working under less-favourable conditions than 'restructured' staff.

"A system should be put in place so that all pay negotiations ensure all staff receive a fair pay rise," he said.

Mick Tosh, Portsmouth, called on the union to ensure agreements made with companies operating pension schemes restored parity for all workers.

"Companies have used

legislation to downgrade or remove pension schemes.

"They are also introducing different tiers of pension provision.

"Wightlink members balloted for strike action some years ago to defend and extend pension provision," he said.

Andy Budds, Leeds, reported that Northern Rail had launched massive attacks on jobs and office opening hours.

"Northern Rail is also ignoring long-standing PTR&R arrangement and using 'selection events' to redeploy

displaced clerical staff," he said.

Conference called on the union to resist any dilution of such arrangements with industrial action.

Ivor Riddell of Union Learning explained the role of union learning reps in the workplace.

"ULRs have the same rights as other union reps and their role is to encourage members to take up education opportunities," he said.

Next year's conference will take place in Great Yarmouth. ■

TUC WOMAN BACK RAIL NATIONALISATION



RMT DELEGATION: left to right, Jennifer Gray, Tracy Darker, Mandy Evans, Janet Cassidy

Delegates at this year's TUC women's conference demanded that the railways should be taken out of the hands of privateers and renationalised.

RMT delegate Mandy Evans criticised the McNulty report for recommending higher fares

and fewer staff.

"This money is public money and should be put back into our public infrastructure to ensure that we get a quality, affordable train service and get to and from work safely.

"If they are taking the money and running with it

obviously they are not putting it back in. Less staff will result in more risks.

"Our train service is the most expensive in Europe and that's because it's been privatised.

"The only sensible solution will be to renationalise the

railways," she said to applause.

The RMT delegation to this year's women's TUC was made up of Jennifer Gray, Tracy Darker, Mandy Evans and Janet Cassidy. Jennifer Gray was successful in getting elected to the TUC Women's Committee. ■

DEFENDING CATERING GRADES

A packed hotel, catering and ancillary grades conference meeting in Stockport rejects McNulty and the casualisation of the industry

Set against continued attacks on the working conditions of catering grade members and employers attempts to replace the on-board teams with agency staff, RMT's Hotel, Catering and Ancillary grades held a highly productive conference this year in Southport.

With some 30 delegates in attendance the conference proved the perfect platform for members to debate the issues pertinent to their grade and the challenges faced in the light of

the ConDem government's attempts to force through the deeply unpopular changes proposed in the McNulty report.

Assistant general secretary Pat Sikorski spoke about some of the deals the union had been able to negotiate despite the attacks on the industry and claims by McNulty that above-inflation pay deals must end.

Deals currently on the table that offered members increased pay and lower working hours demonstrated that

breakthroughs could still be achieved and that the union could deliver what Pat called "McNulty-busting deals".

Pat also spoke about the campaign that the organising unit has been successfully running to recruit Rail Gourmet and Select Service Partners (SSP) staff into the union.

The fruits of this project were borne recently when ten new reps attended their first training course at the RMT education centre in Doncaster.

RMT believed that on-board catering facilities should be delivered by in-house catering staff working from properly resourced buffet cars rather than agency staff providing a trolley service. However it was also vital that the union recruits these agency workers.

"There should be no barriers to these staff joining the union, as only then can we press for them to be brought back in-house," said Pat.

The McNulty report proposes



the casualisation of the industry and the use of agency staff will be a lever to launch inevitable attacks on members' terms and conditions to drive down costs and increase private profit.

Pat revealed that Rail Gourmet does not provide facilities for staff to take adequate breaks as there is nowhere secure for their trolleys to be locked away.

As staff are held liable for any thefts, any losses incurred have to be reimbursed to the company from their own pockets.

Council of Executives member Owen Herbert spoke on behalf of the EC and welcomed the fact that there were so many new faces at the conference.

Owen spoke about the work Brian Whitehead had done to secure a recognition agreement with Rail Gourmet and how, despite this, it had instructed managers not to let RMT on site.

"This just goes to demonstrate the reputation RMT has for representing its members," he said.

Owen spoke of the need for workplace unity.

"Workers are facing attacks from bosses, politicians and the media so it is vital that everyone sticks together.

"If there is no foundation at work level we cannot represent our members" he said.

Asked from the floor if the union should routinely be asking employers to bring

cleaning and catering staff back in-house as part of pay negotiations, Owen agreed, adding that RMT was constantly campaigning for the entire rail industry to be brought back together under one publicly owned umbrella organisation.

Resolutions brought passionate speeches from the floor for support in fighting attacks on workers' rights by the train operating companies.

Motions selected to go forward to this year's AGM included one proposed by Paddington No 1 branch attacking the erosion of the travelling chef service due to a shortage of staff and a preference for providing only a trolley service was.

The motion called for the restoration of the service leader role and this view was widely supported. It was proposed that evidence should be compiled documenting examples of the service being cancelled so a compelling case can be presented to employers.

The second resolution to be put to the AGM came from Manchester South branch, demanding that all train operating companies supplied in-house staff to provide on-board catering as a pre-requisite of any future tendering for rail franchises.

Next year's conference will take place in Weston-Super-Mare on March 1 to 3.



DEFENDING THE SAFETY ROLE OF THE GUARD

Battle lines drawn on First Great Western over 180 stock

RMT is in dispute with First Great Western over the company's attempt to undermine the safety role of the guard on Class 180 trains being re-introduced on the franchise.

FGW has used a variety of excuses to avoid restoring full guard control over the 180s' doors – despite the very same trains being operated by Northern for two years with the guard fully in control.

First Great Western initially tried to maintain the fiction that modification of the trains to give the guard full control of the operation of doors was all-but impossible.

Yet the five sets that FGW intends to re-introduce on its franchise were modified in just such a manner before they were transferred to the former Northern franchise.

The Northern company

council had made it plain that the 180s would not be allowed into service there unless the guard had full control over the doors – and the necessary modification was speedily made.

While the 180s were in use on Northern guards used a local door on short platforms, but before their return to FGW, the simple modification was inexplicably reversed.

The union understands that a switching mechanism is already wired into the 180s that would make modification to give selective-door operation to the guard the matter of a single weekend's work.

The company tried to assure the union that the 180s would 'only' be used on the Thames Valley line, but it has already made clear that they would be used in place of high-speed

trains if there were to be a shortage. Indeed, the sets were used as subs for HSTs before they went to Northern.

The company is claiming that the modification demanded by the union would not be allowed by the Rail Safety and Standards Board (RSSB) but has not explained why Northern was "allowed" to do just that.

"RMT general secretary Bob Crow said that it was a case of First Great Western using the 180s as the thin end of the wedge to undermine the safety role of the guard ahead of the introduction of new intercity express stock.

"Our members will not be hoodwinked, it is a clear attack on safety standards and RMT will support them all the way in stopping it," he said.



A SITE BETTER!

RMT general secretary Bob Crow on the launch of an exciting new project that aims to harness cutting-edge web and 'app' technology

RMT's website is to undergo a major rebuild – and the union wants to hear YOUR views on what it should look like.

Good communication is key to good organisation, and in the computer age members need information the moment it becomes available on a website that is fast and easy to use.

RMT has been at the forefront of the use of technology, including email and text communications, but the website is now overdue for an overhaul.

Commissioned seven years ago – a lifetime in computer technology – the current RMT website, the union's third, is now beyond its shelf-life, virtually bursting at the seams under the weight of a mass of information.

Following debate at last year's AGM and resolutions from a number of branches, the union's executive has given the green light to a project that aims to deliver a cutting-edge website and the development of 'app' technology that will bring RMT information to smartphones and other hand-

held devices.

The project will also be an opportunity to bring together the union's various other sites – RMTv, RMT Junction and the RMT Vulnerable Workers' site – at the same address, a one-stop-shop putting information instantaneously at every member's fingertips.

Step number one in the project is to find out what members want from their website, and that is where YOU come in.

I have written to every RMT branch and regional committee, but it is important that every member should have the chance to have a say.

We want to hear from members about what they want from their website, what they want from a smartphone app and what the union can do to make access to information easier and quicker.

Those views will help us to commission technology that will help the union and its members in our day-to-day, bread-and-butter task of securing better pay, conditions and safety standards.

THERE ARE SEVERAL WAYS TO LET THE UNION KNOW YOUR VIEWS:

A questionnaire can be downloaded from the current RMT website at www.rmt.org.uk – just fill it in and return it. A link to the questionnaire will also be emailed to reps and activists.

You can email your views to web editor Andrew Brattle at a.brattle@rmt.org.uk,

or you can write to Andrew by 'snail-mail' at Unity House, 39 Chalton Street, London NW1 1JD

The questions below are aimed at generating ideas, but don't feel confined to answering just those.

Please ensure that your comments reach Unity House by June 1.

What the union wants to know...

What are the key reasons that you use the RMT website – or what stops you using it?

What do you think should be done to make the website easier to use?

What is hot – and what is not – on the current website?

What additional features would you like to see on the new website?

With technology around that can bring live information and updates at the touch of an icon, what features would you want from an RMT 'app'?

How do you access the RMT website now, and how would you like to in the future?

What 'social networking' features, such as Facebook and Twitter, do you use, and would find most useful?

What other websites do you find useful?

What else do you want to say about the union's web presence?



WHAT'S NEW ON RMTv

Catch the latest video updates on RMT's own on-line station at www.rmtv.org.uk

CHANNEL 1 – RMT IN ACTION

Nationalisation Not Privatisation - International Demonstration in Brussels March 28, 2012. A message to members urging them to attend this year's demonstration in Brussels against the EU's transport privatisation drive.

RMT Young Members' National Conference 2012 - Highlights from this year's conference.

CHANNEL 2 – NEWS BULLETINS

CHANNEL 3 – HISTORY CHANNEL

CHANNEL 4 – RMT EXTRA

Solidarity for striking Greek workers - Highlights from the demonstration held on March 12, 2012.

Free the Miami 5 - The Miami Five are five Cubans falsely accused, and jailed by the US government, of committing espionage against the United States.

The Fight for Health and Safety - John McDonnell's speech to the 10th annual RMT Health and Safety conference.

GET THE LATEST FROM RMT AT WWW.FACEBOOK.COM/RMTUNION WWW.TWITTER.COM/RMTUNION

SIGNALLERS AND SAFETY

Network Rail lead RMT health and safety rep AJ Yates calls on signallers to protect themselves and report any safety issues through the procedures now in place



After being elected by the members as lead union health and safety rep I have been meeting with signallers and reps on various routes and discussing a variety of safety concerns including line blockages.

With the introduction of the stage two/area health and safety reps within Network Rail it now gives us a chance to have common local issues discussed at route health and safety meetings and to progress areas of concern to national level.

This will enable us to look at trends and common problems across the network and to be able to help to resolve such issues to everyone's satisfaction.

The problem is that many issues are discussed in the work place but may not be written down or progressed through the health and safety reps and the new Network Rail procedure will enable us to resolve issues at route or national level.

What is required from signallers is to stop just complaining and put it down in writing to our health and safety reps and provide us with data and evidence so we can address

the problem. Too many times we just moan about it but don't actually do anything about it.

One of the main issues around the country is that of line blockages, both the planning of and the volume signallers are having to grant.

it is essential to consider all the risks involved in any block you grant and what else you have to do. If you don't think that you can do it safely you shouldn't do it. The safety of those within the block is essential.

Very often the limits and protecting signals are wrong when the COSS phones up and the signaller then has to get involved in re-planning and correcting what the blocking points or signals are. Sometimes this is not possible so the blockage is not granted, which means the work has to be done another day. Any alterations made should be recorded and go back to the planners so the same errors are not repeated.

The vast number of line blockages do not have additional protection. This means the only protection the

staff within the block have is the reminder appliance the signaller applies. The risk is that as you clear and grant line blockages in between trains a reminder appliance may not be applied. Additionally on the Westcad/MC VDU systems you have a reminder appliance override facility and regrettably reminders have been cleared or overridden in error.

The bottom line is that you may think you are helping out but if something goes wrong it is down to you. You will be facing disciplinary charges, not anyone else.

Network Rail is actively removing Red Zone working which is therefore creating more line blockages for signallers to deal with and obviously increasing our workload. Red Zone working is the most dangerous and so it is right to reduce it, but this increases the risks to signallers because of the increase in blockages and the workload.

We also have issues with T3 possessions and work activity within them, the length and of weekend blocks.

In many areas there is a limit to how many blocks a signaller can manage at the same time. Unfortunately this is being exceeded on a regular basis and that increases the risk of human error and the chances of reminder appliance not being applied correctly.

If a signaller makes a mistake because of being busy or too much work the most likely result is still a disciplinary charge. It is essential that we tackle this issue so that we can prevent that or injury to track workers and for that we need your help.

There are some reps around the country that are proactively raising line blockage errors and work load but we need more facts from all of you to be able to resolve this issue. We do have some very constructive meetings and working groups with Network Rail that are trying to tackle and resolve these issues but to do so effectively we need your examples and facts to argue your corner. If you have concerns and information that can help us please e-mail me at: ayates@rmt.org.uk ■

TRIPCOCK TESTING TIMES

RMT keeps up pressure to maintain the frequency of testing the tripcock braking system on London Underground trains

London Underground Tube train maintainers have tested the tripcock emergency braking mechanism every night and carried out full examinations every two weeks for as long as anyone can remember.

However LUL has seen fit to move the full tripcock examination out from 14 service days to 28 service days despite the fact that this is safety critical equipment.

The tripcock is there to prevent a train passing a signal at danger (SPAD) in the event of human error.

Tube driver and RMT tier two upgrade rep Gwyn Pugh makes it clear that the tripcock is by far the most important piece of safety equipment.

"A red signal is there for a reason, either another train or a faulty set of points is ahead of you.

"So if you continue you are going to derail your train or crash into another one.

"It is the last chance of bringing your train to a

controlled stop before impact, nothing is more important than that," he explains.

The train stop system consists of two basic components: the trip stop mechanism, mounted on the ground adjacent to the rail, and the train-mounted trip cock that is connected to the train's braking system. And like any equipment it can fail.

Leaked documents show that several tripcock failures have already taken place since the reduction of maintenance times.

Yet the long-term plan, when the new S-stock trains comes in, is to move testing out further to 60 days and remove the 24-hourly testing of the tripcock and putting it onto the 60-day exam.

This is despite the fact that the manufacturers recommend full inspections at least every 30 days.

Gwyn Pugh points out that while the S Stock are new trains they will still need testing.

"You can't just do less

maintenance because they are new trains, they have teething problems and things still go wrong," he says.

Train maintainers that RMT News has spoken to have made it clear that this is safety issue for train drivers and the travelling public.

"The bottom line is that these trains take a huge bashing when they go into service.

"You have got uneven rails and all sorts of debris flying around causing damage all the time.

"At the end of the day without nightly tests how would you know if anything was wrong," says one train maintainer as he uses a tripcock stick to ensure it is in full working order.

Train maintainers and train drivers alike understand the importance of knowing that the emergency brake system is working.

"In a month trains may pass over a million signals and trains are in service for up to 20 hours a day," says Gwyn Pugh.

"We rely on train maintainers, they are our friends," he says.

Train maintainers point out that lengthening service times to 28 days, let alone 60 days, is a false economy that could lead to larger problems further down the line.

"A good example is the perfectly good brake blocks we now throw away because we must replace them early to allow the trains to run for 28 service days, it just doesn't make sense," he says shaking his head.

RMT London regional organiser Steve Hedley says that it was clearly a bid to save pennies and cut jobs.

"London Underground has increased the period between testing and it is shocking that they want to increase it further.

"Even the manufacturers' documentation makes it clear that tripcocks should not be left untested and unmaintained for over a month," he says.

Train maintainers usually work in four teams on a four week shift rota, including early days, late days and nights and two 12-hour shifts at weekends.

At the start of each shift they receive safety briefings and are given their tasks.

This could be involve maintenance, ensuring all trains enter service without any faults or delays, stocking all spare equipment racks, carrying out casualty work on trains stopped, shunting, train examination and safety critical training.

What is clear is that they know these trains inside and out and when they say it's not safe, you ignore them at your peril. ■



ACT ON RUNAWAYS!



Engineering grades conference renews call for secondary protection against runaways following yet another potentially deadly incident

Engineering grades conference meeting in Kirkcaldy demanded action from Network Rail to introduce secondary protection for track workers following another runaway incident in Bradford.

The incident, in which a road-rail dumper truck ran free for a quarter of a mile before hitting buffers at Bradford interchange station on March 25, had echoes of the Tebay tragedy eight years ago.

Four RMT members were killed in February 2004 when a badly maintained trolley laden with tonnes of steel broke free and ploughed into a work gang at Tebay.

Steve Metcalfe, Lancaster and District, said that there had been at least 22 further incidents since Tebay.

"Despite this there has not been a public inquiry, no additional safety system has

been introduced to prevent runaways in eight years.

"The union must act to ensure that Network rail stop filibustering and take action to safeguard our members and ballot for strike action if necessary.

"We cannot wait for the next Tebay," he said.

Another delegate said that he never wanted to see Tebay happen again anywhere.

"We need secondary protection and we need it now," he said.

Adrian Fricker, Rugby No1, said that as a safety rep for Network Rail the Bradford incident had not been raised with him in meetings.

"We are supposed to be working with Network Rail to develop a suitable mechanism to prevent these incidents," he said.

He reported that an investigation by the Rail

Accident Investigation Branch (RAIB) was under way.

Fellow Network Rail safety committee member Sean MacGowan, Doncaster, said that the company should not be allowed to get away with paying lip-service to an issue as serious as the need for secondary protection.

RMT general secretary Bob Crow warned that the fragmentation of the industry and the massive financial squeeze on Network Rail had already undermined safety standards.

"Yet the government's command paper on rail is based on the McNulty report which would further fragment the industry.

"McNulty represents as big a threat to the rail industry as the infamous Beeching report.

"It includes plans to hand the biggest train operating company

South West Trains to take over infrastructure from Network Rail.

"That will clearly lead to the TOC cutting corners and sub-contracting the work out in the drive to maintain profits," he said.

WALKING ON BALLAST

Alex Hogg, Edinburgh and Portobello District said that members having to walk over ballast whilst performing their duties was leading to an unacceptable number of injuries.

He said that forcing members to walk for long distances on uneven surfaces was part of a cost-cutting drive.

"We are seeing members being forced to walk for miles, receiving injuries and leaving the industry through compromise agreements and ill health," he said.

Kent Knight, Slough said that

some members were walking up to 13 miles a day under difficult conditions which was unacceptable.

"We need a maximum distance that staff can be asked to walk in a day," he said.

Conference called on the union to gather information from branches and seek compensation for those suffering as a result of walking over ballast.

LONE WORKING

Conference was concerned that members were increasingly working alone day and night sometimes in remote areas.

Alex Hogg said that management seemed to think that this should be normal practice.

"Our new Network Rail safety reps need to raise this issue strongly at the national safety council.

David O'Donnell, Fife and District, said that he often had to work alone doing inspections.

"We should not tolerate this unsafe practice as it has many implications for our members," he said.

Adrian Fricker said that there were guidance notes on the issue but they needed strengthening as soon as possible and dealt with at the national safety council.

COSS DUTIES

Conference called for a working party to be set up to look at the role and responsibilities of engineering supervisor and COSS duties.

Alex Hogg said that members were often carrying out engineering supervisor and COSS duties and supervising tasks that they have not been trained for.

Nobbie Richardson,

Willesden No 4, said that members carrying out COSS duties should not be engaging in work they have not been trained to do.

TRACK INSPECTION

Conference called on the union to highlight the dangers of moves by Network Rail to move to video track inspections from visual inspections.

John Kennedy, Harlesden, said that all grades were affected by this form of new technology.

He said that replacing people with machinery in safety critical roles was fraught with dangers.

"This has major implications not just for our members but for the travelling public and will lead to job cuts and increasing dangers," he said.

Sean Hoyle for the Council of Executives said that the union was already looking at

the issue.

"There is widespread concern that information gathered by the new technology takes many hours to download.

"However visual inspections can identify any faults immediately," he said.

Conference called for a vigorous campaign to highlight the issue among rail workers and the general public.

STOOD OFF ARRANGEMENTS

Alex Hogg said that members were being denied stood off arrangements as contained in the blue book and were being dismissed when they encounter ill health after giving many years of loyal service.

"A legal challenge needs to be launched against Network Rail so members knew their rights under the stood off arrangements," he said.



A BETTER DEAL FOR TUBE TRACK CONTRACTORS

RMT general secretary Bob Crow introduces the union's new London Underground track contract workers' charter

More than 15 years of privatisation and sub-contracting have wreaked havoc in the rail industry, not least for the people who work in it.

On London Underground, where once we had central bargaining for standard pay and conditions for all track workers, there are now multiple contractors and agencies that seek to get as much as possible out of their staff for as little in return as possible – and to avoid, if they can, any dealings with your union.

The break-up of full-time unionised employment for track workers, like the break-up of the industry itself, was a deliberate act, calculated to push wages and conditions down and profits up. For track workers the fragmentation has resulted in vastly differing and often poor pay and conditions with little, if any, security of employment.

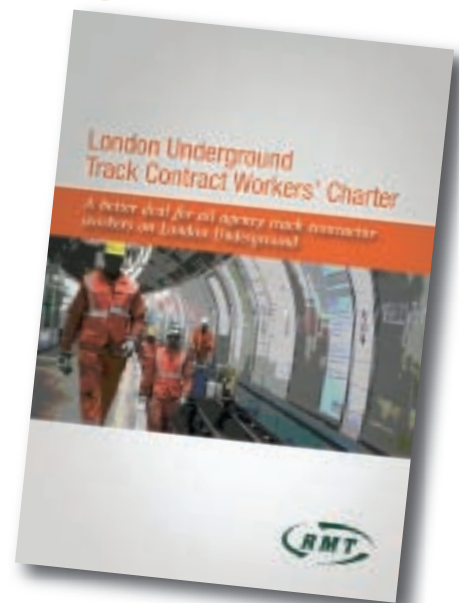
Many sub-contract workers on LUL and Tube Lines find themselves in the worst of all worlds, employed by agencies that 'outsource' their pay and

conditions to an accountancy firm, making them nominally self-employed, denying them the employment rights they should have and unable to establish who their employer is.

If we are to set the negotiating agenda and improve pay, terms and conditions, safety and welfare, our response must be across all contract and sub-contract companies and agencies on London Underground, and that is the purpose of this charter.

RMT's strength, alongside the experience of more than a century of organising railway workers, is that it is an industrial union uniting workers in all grades and across all employers, on every worksite, in every depot, whether they be permanent-way platelayers, track cleaners, site supervisors, SPCs, PMEHS, HBTs, track welders or technicians.

The first step towards



bringing the aspirations in this charter to reality is to ensure that every track worker becomes an RMT member with solid organisation in every workplace, so that if it comes to a fight, we are ready for it. ■

- Charters are available from Unity House.

DEALING WITH DISABILITY

RMT is organising a conference for members with disabilities on May 9

The union is organising a conference for members with disabilities on May 9 and it is important that as many members as possible attend to discuss discrimination at work and other issues.

Nominations are invited from branches and regional councils to send delegates to get involved with the debate.

The Equality Act 2010 provides protection to those who comply with the definition as set out by the legislation i.e. "a physical or mental impairment which has a substantial and long-term adverse impact on his ability to carry out normal day-to-day activities."

The "substantial" effect will depend on the facts surrounding each member's disability and it would need to last at least 12 months to count as "long-term".

Unlike other forms of

unlawful discrimination such as sex or race, disability discrimination law imposes a duty on employers to make 'reasonable adjustments'.

If the adjustment required is 'reasonable' there is a duty on the employer to make that adjustment. Failure to do so will be deemed to be an act of discrimination.

The House of Lords ruled in *Archibald v Fife* that the duty to make reasonable adjustments includes considering transferring the disabled person to another vacant post, even if it is a higher grade. The key being that the disabled person can perform the duties and responsibilities required of the job, even if this entails reasonable adjustments.

Many employers seem to believe it sufficient to provide a disabled person with vacancy

A TRAIN DRIVER'S

Derrick Marr (left) is a train driver currently serving on the union's Council of Executives who has had problems at work regarding his health and in recent years has relied on the support of the union to fight his corner.

Derrick had an active early life enjoying a range of sporting activities. But at 35 he was told he had osteoarthritis in his hip and would need a hip replacement at some point. He was given painkilling anti-inflammatory drugs and told to manage the pain until it became unbearable. Only then would hip replacement surgery be considered.

Derrick has suffered the occasional ridicule over the years sometimes meant as friendly

banter but sometimes he said that it could be quite upsetting.

He said that he never thought of himself as disabled until a couple of years ago when a car park attendant stopped him as he struggled from his car to the ticket machine and the attendant said: "blue ticket holders don't need to pay for parking". A somewhat confused Derrick then realised he meant disabled badge holders.

As a train driver, Derrick has good days and bad days with regard to pain levels. On good days he has no pain at all and can walk for miles, but on bad days he is in constant pain. Changing ends of his train can be a challenge, let alone walking to sidings and down the track on ballast.



lists and this is the extent of their duty to make reasonable adjustments – it is not.

However it is not unlawful for employers to count disability-related absences for the purposes of sickness absence procedures. Nor does this law protect wages. If a person with a disability accepts a lower position, unless there are other protective terms and conditions within their contract, the law allows them to be paid the rate for the job even if it is lower.

In addition to discrimination by failing to make reasonable adjustments, those subjected to less favourable treatment and harassment solely on the ground that they have a disability are also protected.

Anyone who believes they are being subjected to discrimination on the grounds of disability should seek further advice as a matter of urgency. Remember the deadline for lodging any Tribunal claim is three months minus one day from the act complained about is and in any event, a grievance should be raised immediately. ■

STORY

He has had his problems with his management regarding his health and in recent years has needed RMT help. Having failed a medical in 2009 due to his high blood pressure and diabetes he was dismissed.

But he got his job back after winning an interim relief Tribunal. In 2011 Derrick had an accident away from work and broke his femur which saw him off sick for virtually the whole of the year even though BUPA advised he was fit for alternative duties.

Management refused to accommodate him in a non-driving role. But with the union's support he took legal redress and suddenly a job was found for him and a financial out-of-court settlement agreed. ■

President's column



VOTE TRADE UNIONIST AND SOCIALIST ON MAY 3

RMT is celebrating international Workers' Day on May 1 by defending jobs and safety across the transport industry.

Changes to railway operational rules known as 'A Different Approach to the Rules' proposed by the Rail Safety and Standards Board (RSSB) will allow key operational responsibilities from June to be 'derogated' or effectively become the devolved responsibility of train operators.

Of course this raises the nightmare of different operators coming to different and contradictory arrangements for briefing and training of operational railway staff including drivers and guards.

Your union has declared total opposition to the rulebook changes and written to RSSB and train operators to this effect.

RMT and ASLEF has also written to RSSB over changes to Temporary Block Working, which appear to have been commissioned in order to speed up operational practices during 'deteriorated working' or signal failure to you and me.

This is a clear warning to all railway workers that the McNulty review and the government's 'rail command paper' designed to reintroduce 'profitability' into management of rail infrastructure will deliver a body blow to the safe operation and organisation of our railways.

Already, Network Rail infrastructure staff report being told that if they fail new courses for Individuals Working Alone (IWA) they will be 'managed out' of the business.

As Stagecoach shareholders take control of Network Rail's first devolved region in Wessex, the threat to the safety and job security of all railworkers is clear. Whether you are a signaller or a driver dealing with consequences of a signal failure, a guard or station staff responding to an emergency situation, or a P-Way worker in an engineering possession, the spivs and privateers want to get their hands on our safety operational rulebook to minimise safety operational procedures that could stand in the way of making a profit. The Con Dem government's Health

and Social Care Bill, designed to privatise our NHS, is a continuum of neoliberal policies to open up public services to profit-taking from healthcare to education, to housing, to social services, to disability benefits and public transport.

The market for public services is now a global market with rules set by unelected, unrepresentative and unpopular bureaucrats cajoled and controlled by secretive corporate lobbyists.

Hundreds of RMT members joined trade unionists from across Europe to march in Brussels to protest against this EU-driven 'liberalisation' process taking place in the transport industry which is creating a race to the bottom for workers' pay and conditions. Trade unions are demanding an alternative, nationalisation not privatisation.

On May 3 you will have the opportunity to stand up for this alternative by voting for Trade Unionist and Socialist Coalition candidates in local elections in England and Wales.

TUSC candidates include RMT members in Daren Ireland in Liverpool Central, Mick Tosh in Portsmouth, Paul Reilly in Nuneaton and David Goodwin in Rugby.

I am standing on the London-wide list for the Greater London Assembly alongside RMT's London Transport regional organiser Steve Hedley. All TUSC candidates are standing on a manifesto of total opposition to the cuts, privatisation and outsourcing regime supported by all the three main political parties and also by the Green Party where they are in office.

No-one voted for austerity. No-one voted for NHS privatisation. No-one voted for tax breaks for millionaires and benefit cuts for the disabled.

So you have a chance to put down your marker to say you want the alternative to start in your town or city. Vote for a TUSC candidate in order to build a mass political opposition to the attacks on working class people and communities and to fight for a better future.

Alex Gordon



LEGAL



SOCIAL NETWORKS AND THE LAW



Deborah Franks of Thompsons Solicitors explains the legal position for members who post on social networking sites about workplace issues

The growth in use of social networking sites has created a new avenue of disputes to arise between employers and employees. Before succumbing to the temptation to post comment about workplace issues on Facebook, Twitter and the countless other social networking forums, it is wise to be aware of the pitfalls that could result in disciplinary proceedings and even dismissal.

If employees publish in a public forum comments that may be defamatory of their employer or are likely to destroy the relationship of trust and confidence between the employer and employee, then the employee may be disciplined and possibly dismissed, and defamation proceedings could follow.

Employees posting such comments will be unable to use a pseudonym to protect their identity. Employers will usually be able to obtain an order for disclosure from the host website of the identity of the poster.

Employees also have implied contractual duties of confidentiality to their employer. Any information they post on a public forum about their employer could give rise to a breach of these duties. Such a breach could lead to discipline and even dismissal.

However, there is a distinction between material

that is untrue, defamatory or intended to disparage the employer and opinions that the employer simply does not like.

If a posting is not actually damaging to the employer in any way, then it is unlikely that the relationship of trust and confidence will be so seriously undermined as to allow the employer to dismiss a member.

They may however be able to treat the comments as misconduct and be able to take disciplinary procedures. How the employer responds in such circumstances will probably depend on whether the behaviour is covered by their disciplinary procedure and their electronic communications policy.

Where disciplinary action does lead to a dismissal, fairness under S.98(4) of the Employment Relations Act could be considered in terms of the employee's right to freedom of expression under Article 10 European Convention on Human Rights. This arguably includes the right of an employee to complain publicly about their working conditions, though not to express damaging or libellous statements. Also, the employer may breach the employee's right to respect for private life under Article 8 of the ECHR. Given the openness of these sites, this may be hard to prove however.

Employees should be advised

to make sure that they are aware of their security settings, so that only those who are invited to do so have access to private information that they would not want their employers to read.

Another issue around social networking and the workplace is whether employers have the right to stop workers writing blogs or using such websites at work and whether they can discipline workers for doing so.

Employers are entitled to prevent or restrict employees from using office equipment and Internet connections for personal use. Ideally this will be by way of a clear policy on email and Internet use agreed with the union, which makes it clear to employees what they can or cannot do (including social networking and blogging) and the sanctions for breaching the policy.

Employers can leave themselves open to discrimination by vetting candidates online. Discovering personal information such as sexual orientation, ethnicity, religion, marital status, age and political views makes it easier for rejected candidates to claim they have been discriminated against.

Some employers may simply place restrictions on the types of site to which employees have access on work computers. Alternatively, employers may allow employees to update blogs or visit social networking sites on work computers but only outside normal working hours or during breaks.

Importantly, employers can monitor what happens at work, including individuals' use of the internet, but only if the

workforce is notified clearly in advance what activities are being monitored and the extent of that monitoring.

What is being monitored should be included in the employer's email and Internet policy. It might include, for example, the amount of usage that is permitted, the type of sites that can be visited and make clear the potential consequences of breaching the rules or writing offensive, defamatory or discriminatory comments on a blog or social networking site.

Employees should also be aware of the sanctions for disclosing confidential information about their employer.

However, keeping tabs on everything employees are writing on line may be a huge and difficult task.

Reg 3(1)(a)(iv) of the Regulation of Investigatory Powers Act 2000 allows monitoring of individuals without consent in order to investigate or detect the unauthorised use of a private telecommunications system. This could include monitoring to ensure that employees do not breach employer rules or policies regarding the use of email or the Internet.

But it still does not allow employers covertly to monitor staff without notifying the workforce.

Ultimately, not having restrictions or a formal policy is likely to lead to disputes over the nature of social networking activity an employee was engaged in, whether it was a disciplinary offence and whether the sanction was fair.

RMT STANDS UP FOR ITS MEMBERS

If you have suffered an avoidable injury or illness, our team of expert lawyers can help you

The law says you're entitled to compensation for illnesses or injuries caused by the negligence of others. And because the RMT only uses expert personal injury lawyers, you can be sure of a service that is second to none.

Contact us now for fast and efficient advice – even for your family members.

FOR THE BEST LEGAL ASSISTANCE FOR RMT MEMBERS CALL FREE ON 0800 587 7516 (0800 328 1014 in Scotland). Lines open 8.00am-8.00pm Mon-Fri (except public holidays) and 9.00am-5.00pm Sat and Sun. For the 24 hour criminal law line call 0800 587 7530 (0800 328 1014 in Scotland)



PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS





WORLD BOOK DAY AT TRANSPORT FOR LONDON

Jo Parry (right) has been an RMT Union Learning Rep (ULR) for the past two years and, despite working in an area of Transport for London where RMT does not have recognition, has organised many varied learning opportunities for her colleagues.

As a branch activist with RMT young members and her branch, Jo has built up an extensive mailing list network and circulates regular bulletins detailing upcoming events, seminars, competitions, and courses supplied by TfL as well as links to informative websites on a variety of topics.

She finds that these regular messages help keep people

interested in what is going on.

Jo has had great success in promoting the six book challenge through the branch and she was keen to organise an event to celebrate World Book Day last February. Using her mailing list, as well as the TfL intranet, she asked whether there were any published authors who work for TfL. Several authors responded and so Jo set about organising not just a one-day event as originally envisaged, but a whole week of events celebrating the works of these authors.

Working in conjunction with the TfL Learning Zone, Jo arranged for each of the authors

to have a one-hour session where they would talk about the process of writing and getting their books published.

The events were ran at Palestra House and in the TfL Learning Zone. Jo was granted £150 from the RMT Learning Activity Fund for providing refreshments and was assisted at the events by colleagues from RMT Learning.

Writers speaking at the events were Peter Bourne, Abraham Trujillo, Rebecca Galilee, Alan Devey, Ron Gwilliam, Simon Owoade, Angela Miller and the RMT CE of Member Janine Booth; and their work includes historical, fantasy and gritty reality novels,



self-help manuals, science fiction and children's books.

All of the sessions were very well attended, showing that many TfL employees feel they have a book inside them and wanted information on how to get it published. As a follow-up to these events, one of the attendees is starting up a writers' group for like-minded colleagues to help one another through the creative and publishing processes.

FIRST KNOWLEDGE ACCESS POINT FOR LONDON UNDERGROUND

Stephan Brennan, a systems engineer at London Underground, was recently elected as RMT union learning rep for LU engineering branch and he has helped establish a Knowledge Access Point (KAP), a mini learning centre at his work.

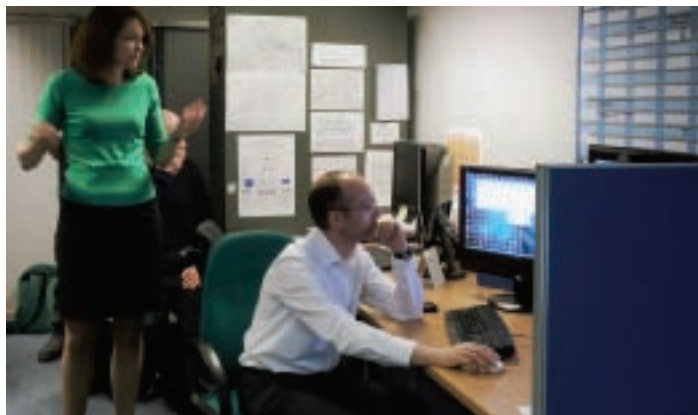
Stephen has always had a passion for learning and recently completed his Certificate in teaching in the lifelong learning sector, so the role particularly appealed to him and he is on a mission to promote learning at his workplace, Griffith House.

As well as encouraging his members to take up the six book challenge and creating a book swap shelf, he wanted to make engineering training materials more easily accessible for his colleagues.

To facilitate this he contacted the Transport for London Learning Zone manager Joanna Ward to set up access to courses via the Learning Zone intranet, which would allow his colleagues to undertake some e-learning during their breaks.

Working with his training manager, Mike Jackson, they identified a quiet corner to set up two computers, one with access to all the resources available on the TfL Learning Zone and the other holding information on engineering standards, access to the Engineering Library and all the training courses available to engineers at London Underground.

Both computers also have access to external learning sites such as the BBC and LearnDirect.



The official launch of the first LU Knowledge Access Point took place at the end of February with tutorials for learners on how to access the software from both the TfL Learning Zone and the Engineering Library.

Following this successful launch, Victoria Marton, another RMT ULR based in a different

department at Griffith House, has already identified an ideal area for a new KAP.

Stephen said that there was no reason why these KAPs can't be rolled out all over TfL.

"Working in partnership with the Learning Zone means you would only need a dedicated desk and PC in a quiet corner to get one started," he said. ■

LEARNING BUS AT EXETER ST DAVID'S STATION

A Learning bus visited Exeter St David's station recently as part of a campaign to raise the profile of learning within First Great Western.

Trade union reps and First Great Western managers will use the bus to jointly promote learning opportunities available to staff and RMT members using the FGW development strategy and external providers such as local colleges.

The trade unions will meet regularly with senior management to plan and develop learning opportunities for staff and members. The need to raise the profile of union

learning reps (ULRs) in the work place has also been recognised as a priority.

Local union learning reps were on hand at the road show to answer questions and to promote their role within the learning agenda. Around 30 people dropped in to find out what was on offer and many of them were surprised at the range of options available.

Each person completed a learning needs survey which allowed them to identify their own learning needs. Options ranged from degree courses to basic IT and the ULRs will be working hard in the coming



months to support members in accessing suitable courses.

The success of this first visit has spurred the team on to ensure that the next one will be even better at providing further

help, guidance and support to the members. ■

If you have any comments on the day or would like to arrange a similar event at your work place, please contact your local ULR or the RMT learning team.

RMT WINS UNION LEARNING FUNDING

The RMT Learning Project has been successful in winning two further years of government funding to continue helping thousands of members to access learning opportunities.

The project will continue to be staffed by project manager Teresa Williams, assistant project manager Lindsay Rutland and seven development workers, Graham Chesters in the North, Ivor Riddell for the South West, John Dougherty in the Midlands, Sharon Allen for London, Bill Hendy covering the South West, Emily King dealing with Network Rail and the currently vacant shipping post.

RMT Learning is making a real difference to members by facilitating the signing of learning agreements.

Learning agreements set out how members can access Union Learning Reps (ULRs), including



learners getting paid release for English and maths, as well as other helpful policies such as rearranging shifts to help members attend courses regularly.

Development workers support

ULRs to ensure they feel confident in what they do.

ULRs perform a variety of functions such as giving information about learning to members, helping them to get on courses and negotiating with

local management to put on events and set up book-swaps.

The team is looking forward to consolidating the work they have been doing and getting new ULRs in place across the country. ■



PORT VICTORY IN NEW ZEALAND

Dock workers in the Ports of Auckland, New Zealand have returned to work after a lockout notice issued by port management was withdrawn.

Following hearings in the Employment Court, Ports of Auckland Limited (POAL) committed itself to returning to negotiations with the Maritime Union of New Zealand (MUNZ) and halting proposals to contract out stevedoring work, plans which would have seen 300 workers made redundant.

International Transport Workers' Federation president Paddy Crumlin who is

also chair of the ITF dockers' section, said that it was a victory for common sense.

"It reinforces the fact that these 1998 Patrick-style assaults on workers' rights and organised labour won't be successful. It reminds everyone in the stevedoring and maritime industry that the only way forward is to negotiate in good faith for a collective agreement.

"Dockworkers of the world unite in a crisis and they won't allow this sort of behaviour from militant employers to prevail," he said.

ITF dockers' section secretary Frank Leys highlighted the role of international solidarity in bringing about this outcome.

"This dispute has reached beyond the borders of the docking industry and there's been action and support from seafarers, aviation workers, truck drivers, railway staff.

This is about mass casualisation, the contracting out of an entire workforce, and it struck a chord with workers all over the world who are fighting every day to protect their jobs," he said. ■

SHILDON MATCH

RMT put out a team for the annual football match against Shildon Railway.

The two teams observed a minute's silence to remember Andy Hagstrom who played in the game last year but tragically died a few weeks later.

The RMT team went a goal down in the first minute but gave a good account of

themselves against a very good Shildon team eventually losing 4 - 2.

The RMT team was from left to right: Kevin Harper, Rob Haslam, Trevor Hall, Paul Bain [man of the match] Michael Howson, Stan Hersch, Tom Doneghan, Jamie [the cat] Bob Harper, Ecky, Sean Hoyle, Matt Creagh and Alex Reid. ■





Aid for Cuba Garden Party

The 10th annual RMT Garden Party for Cuba
in association with Cuba Solidarity Campaign
June 20

Maritime House
Clapham Old Town
London SW4

Special guests to be announced
Live music, food, free bar
Tickets at £15

£15

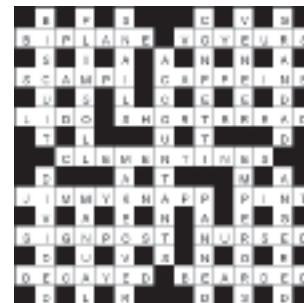
RMT ★ CUBA SOLIDARITY CAMPAIGN

Order by post, cheques payable to RMT, from: Cuba Garden Party,
RMT, 39 Chalton Street, London NW1 1JD.
Credit card orders on 020 7387 4771

HARLESDEN ENGINEERING BRANCH NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	SHEFFIELD AND DISTRICT BRANCH NOMINATES PAT SIKORSKI FOR ASSISTANT GENERAL SECRETARY	NEASDEN BRANCH STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	LONDON TAXI BRANCH STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	WATFORD BRANCH NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY
SOUTH WEST MIDLANDS NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	DOCKLANDS LIGHT RAILWAY NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	PICCADILLY AND WEST BRANCH STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	EUSTON NO1 BRANCH NOMINATES PAT SIKORSKI FOR ASSISTANT GENERAL SECRETARY	LU ENGINEERING BRANCH NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY
TRANSPORT FOR LONDON BRANCH NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	JUBILEE EAST LONDON NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	NUNEATON BRANCH STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY	SOUTH EAST ESSEX BRANCH NOMINATES STEVE HEDLEY FOR ASST GENERAL SECRETARY AND SEEKS YOUR SUPPORT FOR THIS HARD WORKING AND VERY CAPABLE CANDIDATE	HAMMERSMITH AND CITY BRANCH NOMINATES STEVE HEDLEY FOR ASSISTANT GENERAL SECRETARY

£50 PRIZE CROSSWORD

No. 78. Set by Elk

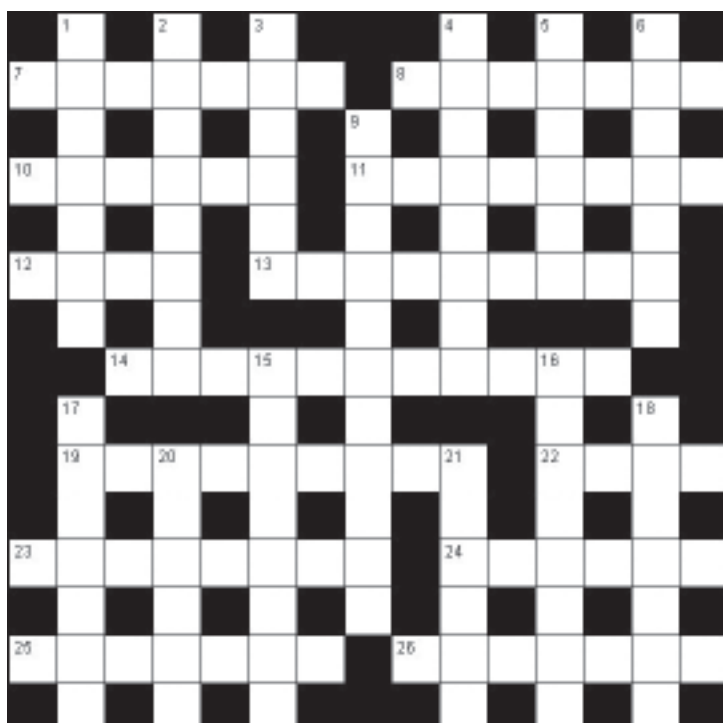


No. 77 solution...

The winner of prize crossword no. 76 is P Dickson of Mansfield .

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by May 14 with your name and address.

Winner and solution in next issue.



ACROSS

- 7 Calmed with drugs (7)
- 8 Military rank - non-specific (7)
- 10 Controls direction of vehicle or craft (6)
- 11 Stuff and... gobbledegook! (8)
- 12 Drink brewed from honey (4)
- 13 Ten-discipline sport (9)
- 14 Movable crossings spanning castle moats (11)
- 19 London Underground subsidiary in dispute over 23 and 24 (9)
- 22 Shakespeare, as the prime example (4)
- 23 Deferred wages paid after retirement (8)
- 24 Gives ball to team-mate - overtakes (6)
- 25 Overnight train - or what lies beneath it (7)
- 26 Young hare (7)

DOWN

- 1 Not this nor t'other! (7)
- 2 Table of dates (8)
- 3 Ended (6)
- 4 Brought back together again (8)
- 5 Found in field or bowl (6)
- 6 Dried grapes (7)
- 9 Something out of its time (11)
- 15 Easy victory - like a stroll? (8)
- 16 Patterned in relief (8)
- 17 Pointy church tower (7)
- 18 Met; said hello (7)
- 20 Employers - studs! (6)
- 21 Evening meal (6)

RMT CHRISTMAS CLUB

SAVE FOR CHRISTMAS THE EASY AND SAFE WAY WITH THE RMT CREDIT UNION

Saving for Christmas can be a real headache. Take some of the stress away by saving over the course of the year with the RMT Christmas Club. We'll add a little extra to your savings and pay out the money ready for your Christmas shopping spree. This account is designed for people who want a secure savings account that helps them to save for their Christmas spending.

It's based on the traditional Christmas Club principle of saving a fixed amount each month that is not accessible until the payout date. Many people like the discipline of a regular savings programme where they are not able to access the cash!

Even a small amount saved each month soon adds up. Saving is made easy by Direct Debit either monthly or 4-weekly to suit your pay cycle.

For our Christmas Club, the maturity date will be November 4 each year. We will add a bonus dividend at the maturity date and pay the money direct to your bank account. There are no vouchers or hampers or anything of that kind – you decide how you want to spend your

money.

The bonus will be added to your savings if you complete all of your regular payments. Last year's bonus was two per cent*, and we hope to improve this in subsequent years as the Christmas Club grows.

As all of your Christmas Club money will be paid out each year it will be kept separately from your regular credit union savings and cannot be used against credit union loans.

There is also a summer savings club account on the same basis and principle with a payout date of mid-June, so that you can have ready access to summer holiday spending money.

If you want to open a Christmas Club account and are already a credit union member simply complete the form below. If you are not already a credit union member you will have to complete the form below and the credit union membership application opposite. Completed forms should be returned to our freepost address.

* NB: Past bonus rate is not an indication of future bonus rate

TERMS & CONDITIONS – IMPORTANT INFORMATION - WHAT YOU NEED TO KNOW ABOUT RMT CHRISTMAS CLUB

- You need to be an RMT Credit Union member to open an RMT Christmas Club Account.
- You have to save at least £5 per month into a regular RMT CU account in addition to your RMT Christmas Club Account.
- You pay a monthly or 4-weekly Direct Debit consisting of your nominated Christmas Club payment (min. £10) plus at least £5 per month to your main RMT CU account.
- Christmas Club accounts have to be opened by the end of April. Late applications commence the following November.
- As an RMT CU member you build up regular savings with a yearly dividend (1.5% in 2011) and you can apply for low interest rate loans.
- Your Christmas Club money is separate from your regular savings account. That means you will have a guaranteed sum available for Christmas maturing every 14th November, plus a savings account growing with time.
- The Christmas Club secures your money so it's there for the Christmas period. This means that your money is locked-in and you can make no withdrawals until 14th November when all of your money, plus dividend will be paid out.
- If you make all of your payments we anticipate a dividend bonus as accrued through the year
- All of your money will be paid to your bank account on the first working day after 14th November.
- If you cancel your payments the 2% dividend is not applied and you cannot withdraw your money until after 14th November. If you think you will need access to your money before 14th November, this account is not suitable for you.
- The Christmas Club will continue year-on-year, so payments after 14th November start the next year's account. Of course if you wish to cancel your payments you are free to do so at any time.

Your savings are fully protected for up to £85,000 by the Financial Services Compensation Scheme

Cut here

RMT CHRISTMAS CLUB APPLICATION			
RMT Credit Union Account Number (If known)			
Surname		Address	
Forename(s)			
Home phone			
Mobile			
email		Postcode	
Date of birth		NI Number	
Employer		RMT Branch	

Do you save monthly on 28 th ?	Or 4 -weekly (Fri)?	You can save by calendar month or 4-weekly	
How much do you save in your RMT Credit Union Account?		£	min. £5 per month
How much do you wish to save in your Christmas Club Account?		£	min £10 per month in £5 multiples
The total each period for both accounts on my Direct Debit is		£	the total month/4 -weekly
This is the total amount you wish to save by Direct Debit monthly on the 28th or 4-weekly			

Remember that if you have a loan with us your regular Direct Debit will also include that repayment

DECLARATION

I understand the Terms & Conditions of the RMT Christmas Club Account and that membership of the RMT Credit Union is a condition of holding an RMT Christmas Club Account. I understand that my monthly savings into the RMT Christmas Club cannot be withdrawn until the maturity date which is on or after 14th November each year.

Your Signature		Date			/		/				
----------------	--	------	--	--	---	--	---	--	--	--	--



RMT CREDIT UNION LTD.

Finance Department, Unity House, 39 Chalton Street, London NW1 1JD

MEMBERSHIP NUMBER

RMT CREDIT UNION APPLICATION FORM — please complete your application along with the attached Direct Debit.

Please use **BLOCK CAPITALS** and **black ink**.

1 PERSONAL DETAILS.

Surname		Address	
Forename(s)			
Home phone			
Mobile phone		Postcode	
Email address			
Date of Birth		National Insurance Number	

2 **Marital Status** married ☐ partner ☐ single ☐ divorced ☐ **Drivers Licence No.**

3 Your Employment.

Employer		RMT Branch	
Job Description			

4 **Mr** ☐ **Mrs** ☐ **Ms** ☐ **Miss** ☐

5 Membership Status

RMT TU Member ☐ Retired RMT TU Member ☐ RMT Family Member ☐

6 **How much do you wish to save** £ This is the amount you wish to save by Direct Debit monthly on the 28th ☐ or date you next get paid weekly ☐ if 4 weekly (Fri) ☐ date here.....

7 Normally your payments are made once a month (28th) to RMT Credit Union Ltd.

8 **Next of Kin**

Address

.....

9 **I undertake to abide by the rules now in force or those that are adopted.**

Your signature

We are checking new member identification electronically. To do this, we now carry out searches with credit reference agencies who supply us with relevant detail including information from the Electoral Register. The searches will not be used by other lenders to assess your ability to obtain credit.

I agree to my identity being checked electronically ☐

If we cannot verify your identity and address by this method, we will ask you to provide paper documentation instead. Full details of these can be supplied to you by calling 020 7529 8835.

Date



Instruction to your Bank or Building Society to pay by Direct Debit



Please fill in the whole form including official use box using a ball point pen and Send to: RMT Credit Union Ltd., 39 Chalton Street, London NW1 1JD

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
Postcode	

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

FOR RMT CREDIT UNION LTD OFFICIAL USE ONLY
This is not part of the the instruction to your Bank or Building Society.

Instructions to your Bank or Building Society.

Please pay RMT Credit Union Ltd Direct Debits for the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with RMT Credit Union Ltd, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks and Building Societies may not accept Direct Debit Instructions from some types of account

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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



JOIN RMT BRITAIN'S SPECIALIST TRANSPORT UNION



Visit www.rmt.org.uk to join online
or call the helpline on freephone

0800 376 3706

Problems at work? Call the helpline
(Now with two operators)

Keep your RMT membership details up-to-date

In the light of draconian anti-trade union laws that have been used against the union, members should keep their personal data up to date. It is important to note that in order to keep members informed your union requires your mobile telephone number and email address.

Members can do this via the RMT website, telephone the RMT helpline above, or writing to the membership department at RMT head office, Chalton Street, London NW1 1JD.

