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NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



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Please use **BLOCK CAPITALS** and **black ink**. * Information that must be provided.

BRANCH NUMBER

1 PERSONAL DETAILS.

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

2 Your Employment. Employer*	Location
Job Description*	Part Time YES NO

3 Sex. Male Female

4 Ethnic Group. (Please specify. This information is used as part of our equal opportunities policy)

A. White	English/Welsh/Scottish/Northern Irish/British	Irish	Gypsy or Irish Traveller	Any other White background	
B. Mixed/multiple ethnic groups	White and Black Caribbean	White and Black African	White and Asian	Other mixed/multiple ethnic background	
C. Asian/Asian British	Indian	Pakistani	Bangladeshi	Chinese	Other Asian background
D. Black/African/Caribbean/Black British	African	Caribbean	Other Black/African/Caribbean background		
E. Other ethnic group	Arab	Other ethnic group, please specify			

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Sexuality	Hetrosexual	Homosexual	Bisexual	Prefer not to say
Do you identify as transgender?	Yes	No	If you wish to be contacted with information about union activities for lesbian/gay/transgender members please tick here	

6 How do you wish to pay.	Your Pay Number
Direct Debit (you must complete form below)	Paybill Deduction (complete separate form)
I confirm my paybill mandate has been sent to my pay office. Phone Freephone 0800 376 3706 to confirm your company offers paybill facility.	

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

Your signature	Date
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Please fill in the whole form including official use box using a ball point pen and Send to: RMT, 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

Normally your payments are made once a month to RMT. If you prefer to pay 4 weekly instead please tick

Originator's Identification Number

9	7	1	7	4	5
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Reference Number

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Your National Insurance Number

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This is not part of the instruction to your Bank or Building Society.

Instructions to your Bank or Building Society.

Please pay RMT 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, 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.



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EDITORIAL



EDUCATING TO FIGHT BACK

I am pleased to announce that the new Expanded, state-of-the-art education centre in Doncaster is now open for business in order to deliver the very best trade union education available.

RMT can now offer two courses every week the full programme is set out in this magazine so there is nothing to stop you completing the application form inside this issue, get it signed by your branch official and send it in.

The union provides superb meals and accommodation free to members as well as reimbursing travel costs in order to make it as easy as possible to help you help your workmates with first class representation at work.

With attacks from this rotten government on trade unions we are going to need all the expertise we can get. The massive RMT delegations on the recent demonstration against austerity on October 20 in London, Glasgow and Belfast shows that this union is up for the fight.

The safe evacuation of a derailed train at Inverkeilor in Scotland has once again underlined the importance of safety-critical train and infrastructure crew under threat thanks to government policy.

Government plans for the further break-up of the rail industry through so-called 'deep alliancing' are in free fall as RMT has produced new figures which show that merging private train operation with local infrastructure is not delivering results.

The continuing chaos surrounding the West Coast franchising fiasco shows that privatisation is failing on every level. Meanwhile, under public ownership, the East Coast is scoring record levels of punctuality and satisfaction and has made over £450 million in payments to the Treasury.

Because this union supports public ownership it has been the victim of phone tapping and now a secret blacklisting operation has been uncovered.

We know there is an RMT file as some of our leading members have been victims of it, now we are demanding to see it.

I have had fake Facebook and Twitter

sites set up in my name and now it appears that the secret services have been trying to infiltrate our union. This kind of shenanigans won't deter this union from defending your interests.

On the bright side, London mayor Boris Johnston's ludicrous plans for driverless Tube trains, designed to please the Tory lunatic fringe, have been mothballed for the foreseeable future.

London Underground has said that trains will continue to have drivers until well into the 2020s following "safety and passenger concerns".

That would be a massive victory but we want to see that in writing along with a guarantee that this nonsense has been stopped for good. Until we get that our battle for jobs and public safety will continue.

Bus workers at First Devon and Cornwall should be congratulated for standing up to their employers and demanding a decent pay rise that is not at the expense of poorer working conditions, their stand is an inspiration to us all.

The battle against social dumping in the shipping and offshore sector is also continuing as RMT members are being excluded from work and replaced by cheap, unorganised foreign labour.

The increased use of agency labour in the transport sector is a growing problem as more branches complaining that full-time posts are not being filled and agency workers are being brought in.

The so-called 'Swedish derogation' is also being used by agency suppliers to avoid paying workers the pay they are entitled to.

All these issues require a response and this union will continue to battle to defend all workers and win proper full time contracts and full representation rights.

This is the last issue of *RMT News* before the Christmas break so I hope you enjoy a good, well-earned break with your families and a prosperous New Year.

Best wishes

Bob Crow

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

GROUND 'PUMA' HELICOPTERS



RMT has called for the immediate grounding of all Eurocopter-manufactured helicopters that are fitted with the "bevel gear vertical shaft arrangement" after another Puma EC 225 helicopter ditched near Shetland.

The call follows the publication of an air accident report which said the ditching on October 22 was caused by a serious mechanical failure in the gearbox.

A special bulletin issued by the Air Accidents Investigation Branch (AAIB) said that the main and standby oil pumps were not working.

All those on board the Super Puma EC 225 were rescued safely after it ditched during a flight from Aberdeen to the West Phoenix rig, west of Shetland.

The French company admitted that problem was similar to one which caused a

helicopter to ditch in the North Sea in May.

RMT offshore regional organiser Jake Molloy said that a catastrophic gear box failure on a different type of Eurocopter-manufactured Super Puma aircraft in 2009 killed 16 people.

"Then in May this year a Bond-operated Eurocopter EC 225 helicopter was forced to ditch in the sea after instruments indicated the oil system had failed," he said.

He said that in the two ditchings this year weather conditions played a significant part in ensuring everyone escaped alive.

"Had conditions been even 'moderate' the risk of the helicopters rolling and preventing fast and early evacuation inevitably increase and we have been extremely lucky not to have had any fatalities in either of these

incidents.

"We can no longer rely on luck," he said.

The AAIB said that the European Aviation Safety Agency (EASA) and the manufacturer were urgently reviewing the effectiveness and scope of an airworthiness directive previously issued for this helicopter type.

Flights by other aircraft of the same type have been halted.

Two North Sea search and rescue Super Pumas operated by BP have been restricted to "life-saving" operations only in the wake of the incident.

The Jigsaw service uses the L2 type of aircraft - similar to the one involved in the latest incident.

BP said that it was looking at bringing in Sikorsky aircraft to provide temporary cover while the industry examines the evidence from the CHC-operated Super Puma ditching. ■

STAFF CUTS COMPROMISE SCOTTISH RAIL SAFETY

RMT has demanded urgent action over staffing levels in Overhead Line depots in Scotland after a de-wirement on the West Coast Main Line between Lockerbie and Carstairs led to severe delays and exposed a serious shortage of safety critical OHL staff.

RMT has found that Network Rail is often running the three OHL depots in Scotland with wholly inadequate staffing. The union has also raised concerns that the OHL depots do not have the correct machinery and equipment to do all aspects of their important job.

RMT general secretary Bob Crow warned that the issue had not been taken seriously and union reps' approaches had been rejected at every level.

"RMT reps have raised concerns that the severe shortage of Overhead Line staff is not only impacting on efficiency and reliability of services but is also compromising safety.

"It is a scandal that those justified concerns have been snubbed and treated with nothing less than contempt by managers who should know better.

"The de-wirement on the West Coast route was entirely predictable due to the cavalier attitude of the company and exposed the severe shortage of staff on duty that night.

"Network Rail has now compounded the problem by bringing in outside agencies to cover in the short-term rather than bolstering the in-house numbers required to do the job of work required in the long term," he said. ■

SCOTTISH SIGNALLERS STEP UP STRIKE ACTION IN ROSTERS DISPUTE

RMT signallers in the Stirling Area took further strike action recently in a long-running dispute over rosters.

For months RMT has attempted to negotiate an agreement with local management over twelve hour rosters. Regrettably, despite considerable efforts by RMT's local reps, management refuse to budge and give in to our call

for the 12-hour rosters which all members in the Stirling area want and which will deliver a safe and efficient service.

RMT general secretary Bob Crow said that management should be in no doubt of as to the union's determination to achieve 12-hour rosters for our members.

"A 100 per cent vote for strike action plus a near 100 per

cent vote in favour of a 12-hour roster system cannot and should not be ignored.

"This dispute has been on-going for many months and it is a tribute to the determination and solidarity of RMT members that they have stood firm and are now geared up to support the next period of action which will be the first of a series of strikes," he said. ■



DHL WORKERS WIN PAY OFFER

Strike breaks pay freeze and wins offer of 12 per cent increase over four years

RMT members at DHL's Neasden depot in North London have won a four-year pay offer worth 12 per cent after taking 24-hour strike action following a unanimous vote.

Neasden members had planned more strike action as the company had imposed a pay freeze and they were on lower pay scales than those members at DHL Enfield despite attempts by RMT to negotiate a settlement.

However industrial action brought management back to the table and a four-year deal was hammered out which has been put out to a referendum.

RMT assistant general secretary Steve Hedley congratulated the members for standing firm to win pay justice.

"Because these workers stood firm together with the same 100 per cent solidarity as they have shown in the ballot for strike action they can hold their heads

high and be proud of what they have achieved," he said.

The International Transport Workers' Federation delivered a message of support from Turkish DHL workers to their colleagues on the picket line in Neasden.

ITF organising globally assistant coordinator Alen Clifford delivered the message and good wishes from workers in Turkey represented by the Tumtis union who have held non-stop picket lines at DHL

bases in Istanbul for 128 days in protest at sackings and victimisation of DHL workers in Turkey.

"We are pleased to be able to deliver the personal greetings and pledges of support from the beleaguered Turkish workers staffing ongoing picket lines to their colleagues in London.

Both groups are united by a wish to see simple justice govern their workplaces," he said. ■



Photography by EC member Dave Letcher

BUS WORKERS TAKE FURTHER ACTION

Bus workers picket at Camborne

RMT members at First Devon and Cornwall bus company are taking further strike action to demand back pay as part of any settlement to the dispute.

Further action had been suspended following the improved offer of nearly five per cent over two years but no back pay. Strike action in October left only 10 per cent of bus services running. Picket lines were also well supported in Penzance, Helston, Truro, Camborne and other depots.

RMT members had voted by almost 85 per cent for strike action and by over 90 per cent for action short of a strike.

The action follows the rejection of this year's long overdue pay offer which included proposals that would have ring-fenced company profits and undermined working

conditions.

It included the loss of paid walking time, the removal of time to do a visual "walk round" check when taking a bus over mid shift and the dilution of sick pay benefits. This follows on from the removal of the final salary section of the pension scheme, already implemented despite fierce union objections.

RMT general secretary Bob Crow congratulated members for standing firm and forcing management to understand the anger of their workforce.

"Bus services and bus workers in the South West are under a series of attacks as the companies attempt to ramp up and protect profits at the expense of the staff and that situation cannot continue," he said.



Bus workers picket at Helston



Bus workers picket at Truro



Bus workers picket at Penzance



SOLID: RMT Picket line outside TPE headquarters in Whitworth St, Manchester, in the Carlisle cleaners' dispute - members from Manchester, South Warrington and Scarborough branches in attendance.

RAIL CLEANERS STRIKE AGAINST POVERTY PAY

Cleaners on four major rail cleaning contracts take 48-hour strike action in four separate disputes over pay and conditions

RMT members working as cleaners on four major rail cleaning contracts took 48-hour strike action in early November in bitter disputes over poverty pay and poor working conditions.

Strike action took place on two ISS contracts, one on London Midland operating out of the Bletchley and Northampton depots and on the East Coast mainline as well as on a Carlisle Cleaning contract on the Transpennine Express and Churchill's cleaning contract on Tyne and Wear Metro.

Cleaner members also took

action short of a strike by refusing to agree to any shift movements or overtime for the same period.

Each one of the four separate disputes had the same issue at its core – greedy private contractors who seek to exploit their workforce and offer poverty pay while creaming off fat profits for the company shareholders.

As well as low pay grievances included no pension provision, no travel expenses and other pressing issues.

RMT general secretary Bob Crow said that they were all long-running disputes where the



ISS East Coast Kings Cross picket line

train operators and the Metro authorities had sought to wash their hands of the issue and had refused to take any responsibility for the gross and brutal exploitation of cleaners that is taking place on their watch.

"RMT is committed to a national fight to both expose the reality of the profiteering on our transport services that bullies and exploits the cleaners and also to securing living wages that keep pace with the

true cost of living.

"All of these individual companies know that RMT members are determined to push on with the fight for pay and workplace justice and that they have shown rock-solid solidarity on previous strike days.

"The train operators and Metro authorities who give a green light to exploitation by these parasites should be using their clout to force them back to the negotiating table," he said.



UNITED: Workers on the Churchill, ISS and Carlisle contracts protest in Newcastle

LONDON OVERGROUND SECURITY STAFF STRIKE

Security and safety staff employed by STM Security Group on London Overground services took both strike action and action short of a strike in early November in a dispute over bullying and an attempt to impose new terms and conditions.

STM is contracted to provide safety and security services on London Overground stations which run close to a number of London football stadiums and which are all on high alert on match days.

Despite several warnings from RMT, management at STM Security Group has continued to bully and intimidate Travel Safe Officers and union representatives and these threats and intimidation have increased since RMT moved the issue into a formal dispute.

Following a unanimous vote for action in a ballot member took 24-hour strike action and did not carry out any overtime or shift changes.

The company is also

attempting to impose changes to contracts of employment and terms and conditions without any consultation or agreement with RMT.

RMT general secretary Bob Crow said that the bullying and intimidation staff by STM Security was deplorable.

"The attempted imposition of new terms and conditions is just another element contributing to the picture of a company that is hell bent on confrontation with its workforce and their union.

"RMT is calling on London Overground, which tolerates STM as one of its key contractors, to stop these disgraceful activities and we repeat our demand for these key safety services to be brought in-house rather than sub-contracted out.

"Our members have shown their determination to stand up to the bullies and union-busters in their unanimous strike vote and the whole union stands with them," he said.



STRIKE BALLOT OVER PAY AT ORKNEY FERRIES

RMT has launched a ballot for strike action in a battle over pay justice on Orkney Ferries after a referendum ballot overwhelmingly rejected employer Serco's claim that any pay increase must be self-funded.

The balloting timetable will be concluded by early December allowing for action to take place over the December/January period.

Orkney Ferries provides an inter-island service on nine routes between Orkney and 13

island destinations.

Discussions between the company, RMT and other unions at ACAS concluded with Serco attempting to bulldoze through what would amount to a pay freeze with standards of living hammered down to poverty levels over the next three years.

RMT has made it clear that the position remains completely unacceptable and as a result of the breakdown of the ACAS talks Orkney Ferries has been informed that a dispute

situation exists due to the failure to table a suitable pay offer.

RMT general secretary Bob Crow said that it was outrageous that Orkney Ferries' attitude had left unions with no option but to move to a ballot of staff for strike action/

"By standing strong together we can show the company that they must return to the table and make a decent offer which represents a substantial increase in rates of pay and genuine improvements to terms and

conditions.

RMT national secretary Steve Todd said that the union would not stand back while living standards are driven to poverty levels with a de facto freezing of pay rates well off into the future.

"It is down to the company to recognise the anger and resentment that their stance has generated and to agree to get back round the table for meaningful talks aimed at resolving this dispute," he said.

TUBE 'DETRAINMENT' STAFF REQUIRED

Only the intervention of a Bakerloo Line tube driver prevented a potential tragedy involving a 12 year-old boy recently, once more highlighting the need for 'detrainment' staff.

The boy was over-carried on a train after its final stop into the Queens Park sidings. Previously these trains used to be physically checked prior to going into the sidings. RMT had objected to getting rid of detrainment staff as it was unsafe.

Once in the sidings, the boy climbed out of the train and got onto the track. He could have been killed had he been very near to the live positive rail. It was only the alert actions of the driver that spotted him.

This incident comes after RMT warned LU that not detraining trains was dangerous and unsafe and has two recent incidents of children on the tracks that have reinforced the safety critical role of drivers.

RMT general secretary Bob Crow said that it once more exposed the danger of Boris Johnson's plans for driverless trains and de-staffing the tube announced at Tory party conference.

"Management has rightly called an investigation into this shocking incident but this does not go far enough for RMT safety reps.

"We want a meeting to review the whole detrainment process and a return to a safe way of working," he said. ■

Parliamentary column



WEST COAST FIASCO

There is every chance that the recent fiasco over the West Coast Mainline could be seen as a turning point in the long campaign to return the railways to public ownership.

Every rail expert is saying that the government's response to the inept handling of the franchise - to hand over the contract to Virgin on a temporary basis, hold a competition for a short term franchise and then another competition for a long term franchise - will be a recipe for further muddle and confusion that will only benefit the consultants and lawyers.

The public never had much faith in rail privatisation and now poll after poll is finding very few supporters for continuing with the current system.

And the evidence is now stacking up that there is a clear alternative. Although not perfect by any means the figures recently announced by Directly Operated Railways provide a clear counter to the drivel spouted by the government and right wing press that public ownership of the railways cannot work.

In public ownership the East Coast is scoring record levels of punctuality and satisfaction and has made over £450 million in payments to the Treasury.

With East Coast already under public ownership and performing well the possibility of West Coast going the same way terrifies the government. If both these main arteries of the rail system are in public ownership it will become almost impossible to argue that consideration should not be given to extending public ownership to the rest of the system.

And what of Labour? The front bench is calling for the East Coast to be retained in public

ownership and called for the West Coast to be run in the public sector instead of being handed to Virgin. Shadow Ministers are also calling for the government's review of franchising to look at alternatives to privatisation. This is Labour inching to the right side of the argument and is welcome.

But it is now imperative that RMT members keep up the pressure to help ensure that Labour adopts a wholesale commitment to public ownership and to be prepared to challenge head on those significant forces in the party that continue to push privatisation to meet the demands of vested corporate interests.

We must also be absolutely clear that tinkering with our railways is not an option, it needs to be put back together as an integrated whole under public ownership. And in making the argument for renationalisation we must also now make the case for what type of railway we want, which has the full involvements of rail workers passengers and our community.

It is also clear that we need to step up our efforts to push back the EU's proposals for a "fourth railway package" which if adopted by member states and the European Parliament would embed privatisation into our railways, including requiring the compulsory tendering of passenger railways.

The future of our railways are at a new cross roads and I hope that RMT members working with the Parliamentary group can ensure we win the fight for a publicly owned railway that we can be proud of.

John McDonnell is the Labour MP for Hayes and Harlington and convenor of the RMT Parliamentary Group.

TUBE LINES STAFF FIGHT FOR PENSION JUSTICE

While former Metronet employees enjoy pension rights and the same travel facilities as other LUL employees, former Tube Lines workers are losing out

A new wave of tube strike action and overtime bans in support of pension justice at Tube Lines has led to the cancellation of tens of millions of pounds worth of essential engineering works on the Northern Line.

It also raised new safety fears as the Emergency Response Unit join with fellow Tube Lines staff in support of a long-running dispute over pensions and benefits justice.

Tube Lines members took 24-hour strike action and a four-day overtime to get the same conditions as other Tube workers.

When Tube Lines was created as part of Public Private Partnership in 2003, Tube Lines closed its section of the Transport for London Pension Fund (TfLPPF) to new employees and opened up an inferior defined contribution (DC) pension scheme in its place.

Over the years the numbers of 'protected' Tube Lines employees that remained in the Tube Lines section of the TfLPPF has dwindled due to the normal routine of retirements. Consequently this has meant that the majority of Tube Lines employees are either in the inferior DC scheme or have no pension provision.

RMT has been pressing management to reopen the Tube Lines section to those employees

in the DC scheme and to those not presently saving for their retirement but management has continued to refuse this request.

TfLPPF rules allow staff who are TUPE transferred into TfL, or from a company that becomes a wholly owned subsidiary of TfL, to join the scheme. However, this rule was suspended in 2010 and RMT has been campaigning to have this decision reversed. As a result of the pressure put on management by RMT, TfL issued a letter saying that this suspension could be reconsidered in the event of major developments.

Tube Lines has since been bought out by TfL and in the view of RMT that is a major development which should allow employees working for Tube Lines to be automatically allowed to join the TfLPPF in line with the Trust Deed and Rules of the scheme. Therefore Tube Lines management has the authority to enrol employees into the fund. Parity would also bring staff free travel within London and 75 per cent of the cost of travel on the mainline railways presently enjoyed by other TfL employees.

Tube Lines staff are responsible for both maintenance and upgrade work on the Jubilee line, Northern line and Piccadilly line. They also provide a number of services across the network



PICKET: Tube Lines picket at Stratford

including the Emergency Response Unit (ERU), Distribution Services and Transport Plant meaning that the action by staff, which has already led to cancellation of major works on the Northern Lines this weekend, will have a serious and widespread impact across the system as well as raising serious safety concerns if management attempt to run services without proper emergency cover. In light of the Central Line chaos recently RMT reps will be closely monitoring the safety environment.

RMT general secretary Bob Crow said that RMT members had delivered a massive mandate and rock-solid 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.

"We have gone through all the negotiating channels but Tube Lines has refused to budge and have refused to engage in meaningful talks and that pig-headed approach has raised the temperature on the shop floor and has resulted in this latest strike action and overtime ban being called.

"Former Metronet employees have been allowed back into the TfL Pension Fund (TfLPPF) 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," he said.



DEEP ALLIANCING DOESN'T WORK

Performance standards dip on “deep alliance” pilot at South West Trains which allows train operators control over infrastructure work as part of the government’s McNulty rail policy

RMT has produced new figures which show that performance on the government’s pilot project for merging private train operation with infrastructure – the so-called “deep alliance” on South West Trains – is in free fall.

Figures obtained by RMT show that in the first full month of the pilot on SWT performance dropped by 3.7 per cent and average punctuality on the six months to September dropped by 0.6 per cent compared to the same six months in 2011 before the “deep alliance” project was rolled out.

RMT general secretary Bob Crow said that not only is the whole franchising system in chaos but the government’s own pilot for giving the private sector a controlling influence on infrastructure, under the terms of the McNulty Rail Review, is in meltdown as well.

“The ‘deep alliance’ was supposed to improve punctuality and performance but as these figures show the opposite is in

fact the case and passengers on this vital commuter service, facing fare hikes of up to 11 per cent in January, can see standards of service in meltdown.

“The overwhelming case for scrapping McNulty and renationalising the railways is now staring the Government smack bang in the face,” he said.

‘Alliancing’ allows private train operating companies a greater say in planning Network Rail’s work on the infrastructure – or Railtrack Mark 2 as it should be more accurately known.

The government’s Rail Command Paper gave more details of this policy. Most significantly, the requirement on Network Rail to produce separate accounts for each region, signaling the break-up of Network Rail as a single body, effectively allowing the TOCs to include public funds in their future budgets. As a result, the return of the dangerous and

disastrous sub-contracting fiasco of the Railtrack era is just around the corner.

In an echo of the way Network Rail’s track access charges were reduced to accommodate increased premium payments from TOCs to government, alliancing allows TOCs and FOCs a greater say in Network Rail’s work and expenditure at the same time as the Government is demanding cuts to the cost of rail services. It is unlikely that the rail companies won’t seek to dip their ladles into the public money flowing out of Network Rail.

A deep alliance now exists between Network Rail and South West Trains on the Wessex Line and between Network Rail and Greater Anglia. On the Wessex Line, where an alliance had been expected for some time, the deep alliance cost Network Rail over £1m in consultancy fees to set up and the punctuality of South West Trains passenger services has fallen since the alliance was introduced in April this year.

At the same time, responsibility for implementing all the pro-private reforms proposed by McNulty has been handed to the ‘Rail Delivery Group’ which is made up of the larger TOCs and FOCs and Network Rail, with ATOC also in

attendance. It is obvious that the TOCs will use this forum to pressurise Network Rail over, amongst other things, the performance of alliances between them and TOCs, blaming Network Rail whenever there are problems. The formation of the RDG amounts to the privatisation of rail policy and the current fiasco over rail franchising could pale into insignificance compared to the potential for chaos from the Rail Delivery Group’s decisions which will be driven, first and foremost, by the commercial needs of the TOCs and FOCs.

South West Trains has been lobbying MPs on the ‘deep alliance’ with Network Rail, despite a lack of evidence (beyond the fall in punctuality) on its performance.

At a recent meeting of the All-Party Parliamentary Group on Rail, Tim Shoveller, managing director of South West Trains, preached to MPs about the benefits to the company, Network Rail and passengers of the deep alliance. According to Mr Shoveller, South West Trains is keen on using the alliance to foster the belief amongst SWT staff that “it’s our railway”. This tells you all you need to know about the long term aims of the government’s alliancing policy – it is the first major step toward *Railtrack 2: The Sequel*. ■



MARCH CALLS FOR GENERAL STRIKE





Hundreds of thousands of trade unionists marching in London, Glasgow and Belfast on October 20 backed RMT's call for a general strike against government austerity cuts which are dragging down the economy.

Over 150,000 people joined the TUC march to Hyde Park and cheered RMT general secretary Bob Crow when he called on Labour leader Ed Milband to "start laying down our demands".

"If we are all under attack from this rotten Tory/Lib Dem government then we must defend ourselves together.

"It's about time we looked at the practicalities of a 24-hour general strike," he said referring to a motion passed at the TUC conference, backed by RMT, calling on the TUC to consult on a general strike.

Thousands of RMT members and supporters had marched through Trafalgar Square carrying around 30 branch and regional banners and an array of colourful flags to get the message across.

Ten thousand protesters also marched through Glasgow in support of public services and oppose government austerity measures as part of the Scottish Trade Union Congress march.





BLACKLISTING EXPOSED

RMT demands publication of secret 'RMT file' drawn up by blacklisting organisation

RMT is demanding the full disclosure of the secret 'RMT File' held by blacklisting organisation the Consulting Association as evidence mounts of police and security services involvement in the targeting of union activists in the construction and rail industries.

To date, the Information Commissioner Office (ICO) has only released construction industry files on GMB and UCATT members held by the Consulting Association (CA).

Former Carillion and Balfour Beatty manager and whistleblower Alan Wainwright revealed a paper trail on Carillion's own internal computer database whenever workers were refused work in evidence to a Scottish select

committee investigation in November.

The trail refers to an RMT file that remains unpublished and which RMT says has been used by employers subscribing to the Consulting Association blacklisting services to wreck RMT members working lives in the rail industry.

Moreover in evidence given by the ICO at the Scottish Affairs Select Committee investigation into blacklisting, the ICO has admitted that they only seized around 10 per cent of the documents in the CA office because their warrant only allowed them to close down the construction industry blacklist.

When pressed by MPs about whether there may still be other

blacklists left on the premises including in the rail industry - they said "Yes, there could be".

The union is aware that leading RMT activists, including Mick Lynch and RMT assistant general secretary Steve Hedley, have already been victims of the blacklisting conspiracy and the union now wants to know how many other RMT members have had their lives blighted by the scandal.

The union has also called for a trade union blacklisting website to be shut down as it is targeting union activists at all levels - even including volunteer union learning reps whose 'crime' is helping colleagues acquire skills, training and education.

The blacklisting site run by HR Blacklist is run by Human Resources Consulting and purports to "tell the truth about employees" - in reality it is an on-line successor to the Consulting Association and its

anti-union blacklisting activities.

Numerous RMT activists and other union organisers are listed on the site. Although a search of the names on the data base is free, the detailed files are password protected and only open to subscribers. Names are listed on the site data base without any agreement in clear violation of data protection.

RMT general secretary Bob Crow said that it was a scandal that more than three years after this original information came to light that the union had still not received copies of the 'RMT file'.

"This whole murky saga, and the collusion with the police and the security services, has clear parallels with the Leveson investigations and RMT demands full disclosure and we will continue to campaign with the anti-blacklisting organisations for action against all those involved in this conspiracy," he said. ■

SPYING ON THE UNION

Shadowy forces are trying to get a foot in the RMT door claiming to be film makers and journalists, *writes RMT press officer Geoff Martin.*

Nothing unusual about people trying to gain access behind the scenes at Unity House and they are routinely told to move on and not to waste our time. The difference with Douglas Sinclair was that his organisation doesn't appear to actually exist in anything but name.

Shortly after his approach,

RMT was contacted by Harvey Duke from the Dundee Unemployed Support Centre. Harvey's outfit was engaged in a row with Iain Duncan-Smith over attacks on benefits, a fighting campaign that RMT had publicly supported.

Harvey had also had a call from a Douglas Sinclair asking to get involved, and offering to make a film and claiming to be "100% on your side." Digging in to some research the Dundee comrades found evidence that an operation with the same

front-name "Citizens Network" had suspected links with an outfit called "Hakluyt".

So who are Hakluyt? Nothing less than a strategic intelligence and advisory firm founded by former officials from MI6 and with a track record of penetrating left wing and green organisations. One of their operations, at the alleged behest of Shell and Esso, included planting an operative inside Greenpeace, a guy called Manfred Schlickerrieder, who had a plausible back story as a

former chairman of the Munich branch of the German Communist Party.

So, while the security services have conspired over trade union blacklisting here's evidence that there are the same shadowy forces out there trying to get a foot in the door of our union under the guise of being film makers and journalists. It's a warning to all of us to remain eternally vigilant. ■

GOVERNMENT BLOCKS CRIMINAL INJURIES COMPENSATION

Government 'takes the side of common criminals against transport workers' as it axes criminal injuries compensation rights

RMT accused the government of "taking the side of common criminals against transport workers" as ministers and officials bulldozed through changes that will axe criminal injuries compensation rights.

The government had previously pulled back from seriously attacking the Criminal Injuries Compensation Scheme (CICS) due to cross-party opposition from MPs on the Parliamentary Delegated Legislation Committee.

However this was a temporary retreat and the government re-submitted the

proposals and won a majority after the Tories who opposed the measure were kicked off the committee.

This represents the removal of a fund of last resort for workers who are caught in the middle of criminal attacks. For the purpose of the law that includes transport workers who witness, or who have to clean up, in the aftermath of a suicide.

Examples of recent awards include involving RMT members include, disabling mental illness including stress, anxiety, panic attacks and loss of sleep,



suffered by witnessing a fatality on track, post-traumatic stress following witnessing a suicide and a large number of attacks by passengers.

RMT general secretary Bob Crow said that the government was effectively siding with violent criminals and against transport staff who risk abuse, assault and the trauma of witnessing suicides.

"The vaporising of Tory

opponents from the committee dealing with this issue is a mark of the brutality of this Government who will not tolerate any dissent in their quest to claw back payments in these "last resort" cases.

"The fight to protect front-line workers from the yobbos who want to turn our transport network into a criminals playground goes on," he said.



THE LAST TRAIN DRIVER TO RECEIVE COMPENSATION FOR SUICIDE TRAUMA?

An RMT train driver who suffered such severe psychological injuries when her train killed a suicide victim that she has been unable to return to work has received compensation from the Criminal Injuries Compensation Authority (CICA) scheme.

But under government cuts to the Criminal Injuries Compensation Scheme (CICS) passed by Parliament in November, train drivers will no longer be able to claim for the trauma caused by witnessing a suicide.

RMT member Karen Jordan

from Barnet had been driving trains for 10 years before the accident in February 2008. This was the second time that her train had impacted with a suicide victim and she suffered from flashbacks and nightmares and was eventually medically retired.

RMT made a claim on her behalf to the CICS, the government fund which compensates victims of violent crimes. Railway workers can currently claim compensation for the trauma of seeing someone commit suicide in front of them, and the horror of

the aftermath. The awards are allocated on a tariff basis and Mrs Jordan was awarded compensation.

"I know first-hand how traumatic these types of incidents are and believe they should continue to be recognised by the CICS.

"I am appalled that drivers who might go through what I saw and experienced are to be banned by the government from getting any compensation for the horror," she said.

RMT general secretary Bob Crow said that the shocking case showed just what is at

stake for working people at the sharp end.

"Compensation is a small price to pay for helping people who have witnessed traumatic events, or been assaulted by criminals in their workplace, to rebuild their lives," he said.

Harriet Wheeler from Thompsons Solicitors added that the train driver was hugely traumatised as a result of this incident.

"Under the CICS reforms her application will be rejected yet she would still be dealing with the effects of the suicide victims actions," she said. ■

SWEDISH DEROGATION EXPLAINED



Andrew James of Thompsons Solicitors explains a piece of European law affecting agency workers

The 'Swedish Derogation' may sound like something only lawyers would have an interest in, but it is of increasing concern to RMT members working as agency workers.

It was written into the European Union's Temporary Agency Workers Directive to allow member states to insert a provision into their own agency worker regulations so that an agency worker directly employed by a temporary work agency is not protected by the equal treatment provision of the Directive.

It is becoming a favourite opt-out for bosses wanting to legally by-pass the regulations.

Inclusion of the Swedish Derogation in the Agency Worker Directive was reluctantly agreed to by the TUC, in order to get a directive at all. Up to that point, the UK government had blocked its implementation. However, there is still an argument as to whether the Agency Workers Regulation 2010 properly implements that part of the directive.

Regulation 5 of the 2010 regulations gives agency workers the right to equality in relation to basic working and employment conditions, after 12 weeks. Equality must be given

in pay, the duration of working time, night work, rest periods, rest breaks and annual leave, in relation to comparable workers.

Regulation 10, which supposedly implements the "Swedish Derogation", disapplies Regulation 5 in relation to pay, where certain conditions are met. It must be done via a permanent contract between the agency worker and a temporary work agency, which must have been entered into before the first assignment is given under that contract.

The contract has to provide a statement making clear that by entering into it, the employee does not, during the contract, have any entitlement to the rights under Regulation 5 relating to pay.

Terms and conditions in relation to minimum rates of pay should be included, along with a location where the agency worker may be expected to work; the expected hours of work during any assignment, the maximum number of hours they may be required to work each week, a minimum number of hours of work that may be offered to the agency worker during any assignment provided that it is at least one hour, and the nature of the work that the

agency worker may be expected to be offered.

During the contract, the agency must take reasonable steps to seek suitable work for the agency worker after an assignment ends, must offer that work if it is available, and must pay a minimum amount of remuneration during that period. The contract must continue for at least four weeks, during a period in which there isn't any assignment for the worker.

Calculating the minimum amount of pay is complex, but it is based on an average of the earnings during the 12 weeks prior to the assignment coming to an end, or the period of the assignment, if less than 12 weeks.

It is arguable that where somebody is already working on an assignment, for an agency, they cannot be asked to sign a new contract containing a Swedish Derogation because Regulation 10 says that the contract of employment must be entered into beforehand. But we know that some rail employers are asking members to do so.

It is essential that any workers in that position seek advice from their union representative straightaway. This

is particularly important where the agency or hirer (the rail industry employer) are proposing to terminate the assignment

Even if the Swedish Derogation is lawful, the other relevant terms and conditions such as duration of working time, night work, rest breaks and annual leave must be the same as comparable permanent employees of the end user. Agency workers still have the same right to access to collective facilities and amenities (e.g. catering facilities, company sports fields / sports facilities etc) from day one; and the right to be informed by the hirer of any relevant vacant post with them. Again that applies from day one.

Agency workers are better off with the Agency Workers Regulations in their current form rather than none at all. However, the Swedish Derogation allows employers to get around the equal treatment provision in relation to basic pay. RMT will continue to work with the TUC to change those provisions and where members' rights are being abused will take legal action where appropriate to help members enforce their rights under the regulations. ■

EDUCATING MEMBERS

RMT's national education officer Andy Gilchrist outlines the union's new extended facilities

I am pleased to introduce the union's education programme for next year offering educational opportunities for all members and officials.

It is the most comprehensive programme the union has had for some time and it is being introduced by the union to complement the opening of the expanded RMT national education centre in Doncaster.

The new expanded education centre sets out in bold terms the continuing commitment of the union to deliver the very best trade union education it can.

As a result RMT can now offer two courses most weeks of 2013 and in future years. In the new Room One an expanded programme of core skills courses, courses essential for all of our existing branch officials and workplace reps and of course those members who wish to become an RMT representative.

The new Room Two will offer a range of 'specialist' courses, again open to all RMT members, although completion of the Workplace Representatives Level One course is a minimum requirement. All our courses are delivered by your own RMT lay tutors, who are members drawn from across all sectors of the union and trained to deliver the

courses.

The full programmes are set out in this issue of RMT News overleaf so if there is one you wish to attend then complete the application form inside this issue, get it signed by your branch official and send it in. The union provides superb meals and accommodation free to members at the Centre as well as reimbursing all travel costs, the union can also assist with securing paid release to attend or reimbursement of any loss of earnings.

Also next year there are courses scheduled for the RMT's advisory committees and there is scope for other courses to be provided at weekends if this is what is needed by you the members.

Regional councils will again be encouraged to arrange for any of the courses set out in the national programme to be delivered in the regions as this is sometimes a better option for members.

In particular the three day workplace representatives introductory courses will be delivered in regions to best equip members to then attend and gain the maximum from the national courses at Doncaster.

The 2013 programme is available on the RMT website



and in a short time the application process will be available online as well, so members can apply to attend a course at the best time for them. The new online process also provides an education database to assist the union and ensures the branch secretary's endorsement of any applications is preserved.

Currently the Council of Executives is discussing the merits of accrediting our courses to offer those attending proper accredited education awards similar to those received on successful completion of a local college course. Naturally

members will be kept informed of any progress on this matter.

The struggles the union and its members face are amongst the toughest in living memory and RMT officials and activists are the vital frontline in protecting our members and advancing their demands.

This education programme is designed to support them carrying out this role so I hope all members will consider taking up the challenge of representing your workmates and the union knowing that the training and education you need to do the job is in place.



NATIONAL EDUCATION CENTRE

	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JAN				B/HOL	CLOSED					WORKPLACE REPS LEVEL 1							BRA	
							1	2	3	4	5	6	7	8	9	10	11	12
FEB							W/R LEVEL 2			BRANCH OFFICIALS LEVEL 2							AREA COU 5 Days	
							1	2	3	4	5	6	7	8	9	10	11	12
MAR							B/O LEVEL 1			BRANCH OFFICIALS LEVEL 2							WO	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
APR			B/HOL	CLOSED						BRANCH OFFICIALS LEVEL 1							WO	
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
MAY					WORKPLACE REPS LEVEL 1					B/HOL	CLOSED						AREA	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
JUN			WORKPLACE REPS LEVEL 1							WORKPLACE REPS LEVEL 2							BRA	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
JUL			WORKPLACE REPS LEVEL 1							BRANCH OFFICIALS LEVEL 2							WO	
						1	2	3	4	5	6	7	8	9	10	11	12	13
AUG						BRANCH OFFICIALS LEVEL 1				WORKPLACE REPS LEVEL 1							AREA	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
SEPT			WORKPLACE REPS LEVEL 2							BRANCH OFFICIALS LEVEL 1							BRA	
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
OCT				WORKPLACE REPS LEVEL 1						WORKPLACE REPS LEVEL 2							WO	
							1	2	3	4	5	6	7	8	9	10	11	12
NOV							W/R LEVEL 1			BRANCH OFFICIALS LEVEL 2							AREA	
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DEC			WORKPLACE REPS LEVEL 1							BRANCH OFFICIALS LEVEL 1								

E - COURSE PLANNER 2013 - ROOM 1

WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
BRANCH OFFICIALS LEVEL 1					WORKPLACE REPS LEVEL 1							WORKPLACE REPS LEVEL 2						
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28			
COUNCIL REPS Mon-Fri		BLACK & ETHNIC COURSE Fri-Sun			WORKPLACE REPS LEVEL 1							BRANCH OFFICIALS LEVEL 1						
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
WORKPLACE REPS LEVEL 2					WORKPLACE REPS LEVEL 1 5 days Mon-Fri				LGBT COURSE Fri - Sun						B/HOL			
17	18	19	20	21	22	23	24	25	26	27	28	29	30					
WORKPLACE REPS LEVEL 1					WORKPLACE REPS LEVEL 2							WORKPLACE REPS LEVEL 1						
15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
A COUNCIL REPS					BRANCH OFFICIALS LEVEL 2							B/HOL	CLOSED					
19	20	21	22	23	24	25	26	27	28	29	30							
BRANCH OFFICIALS LEVEL 1					WORKPLACE REPS LEVEL 1													
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
WORKPLACE REPS LEVEL 1					WORKPLACE REPS LEVEL 2							BRANCH OFFICIALS LEVEL 1						
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
A COUNCIL REPS					WORKPLACE REPS LEVEL 1							B/HOL	CLOSED					
18	19	20	21	22	23	24	25	26	27	28	29	30						
BRANCH OFFICIALS LEVEL 2					WORKPLACE REPS LEVEL 1							W/R LEVEL 1						
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
WORKPLACE REPS LEVEL 1					BRANCH OFFICIALS LEVEL 1							WORKPLACE REPS LEVEL 1						
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
A COUNCIL REPS					WORKPLACE REPS LEVEL 1 5 Days Mon-Fri				WOMENS COURSE Fri-Sun			WORKPLACE REPS LEVEL 2						
18	19	20	21	22	23	24	25	26	27	28	29	30	31					
CLOSED					CLOSED		B/HOL		CLOSED			CLOSED		B/HOL				

NATIONAL EDUCATION CENTRE

	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
JAN				B/HOL	CLOSED					REPRESENTATION OF RMT MEMBERS								
							1	2	3	4	5	6	7	8	9	10	11	12
FEB							ORGANISING			COMMUNICATION FOR THE RMT							AREA COUNCIL Mon	
							1	2	3	4	5	6	7	8	9	10	11	12
MAR							CAMPAGNIN G			WINNING IN THE GLOBAL WORKPLACE							POL	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
APR			B/HOL	CLOSED						ULR - STAGE 2							COMMUN	
					1	2	3	4	5	6	7	8	9	10	11	12	13	14
MAY					REPRESENTATION OF RMT MEMBERS					B/HOL	CLOSED						ARE	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
JUN			PENSIONS (3 days) MON-WED or WED-FRI							CAMPAGNING							RMT 'E	
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
JUL			ULR DYSLEXIA AWARENESS							MARITIME HEALTH & SAFETY STAGE 1 - Part 2							REPRESENTA	
						1	2	3	4	5	6	7	8	9	10	11	12	13
AUG						ULR LEAD TRAINING				COMMUNICATION FOR THE RMT							ARE	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
SEPT			ORGANISING FOR A WINNING RMT							MARITIME HEALTH & SAFETY STAGE 2 - Part 1							U	
				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
OCT				PENSIONS (3 days) MON-WED or WED-FRI						COMMUNICATION FOR THE RMT							C	
							1	2	3	4	5	6	7	8	9	10	11	12
NOV										REPRESENTATION OF RMT MEMBERS							ARE	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
DEC			COMMUNICATION FOR THE RMT							ULR - STAGE 1								

- COURSE PLANNER 2013 - ROOM 2

WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN	MON	TUES	WED	THURS	FRI	SAT	SUN
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
ULR - STAGE 1					RMT LAY TUTOR TRAINING							ORGANISING FOR A WINNING RMT						
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28			
REPS (5 days) Mon - Fri		BLACK & ETHNIC COURSE Fri - Sun			MARITIME HEALTH & SAFETY STAGE 2 - Part 2							CAMPAIGNING						
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
POLITICAL SCHOOL					REPRESENTATION OF RMT MEMBERS 5 days Mon - Fri				LGBT COURSE Fri - Sun			PENSIONS (3 days)			B/HOL			
17	18	19	20	21	22	23	24	25	26	27	28	29	30					
COMMUNICATION FOR THE RMT					MARITIME HEALTH & SAFETY STAGE 1 - Part 1							REPRESENTATION OF RMT MEMBERS						
15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		
LOCAL COUNCIL REPS					ULR - STAGE 1							B/HOL	CLOSED					
19	20	21	22	23	24	25	26	27	28	29	30							
'QUALITY AT WORK'					COMMUNICATION FOR THE RMT													
17	18	19	20	21	22	23	24	25	26	27	28	29	30	31				
REPRESENTATION OF RMT MEMBERS					WINNING IN THE GLOBAL WORKPLACE							ULR LEAD TRAINING						
14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	
LOCAL COUNCIL REPS					PENSIONS (3 days) MON-WED or WED-FRI							B/HOL	CLOSED					
18	19	20	21	22	23	24	25	26	27	28	29	30						
ULR - STAGE 2					REPRESENTATION OF RMT MEMBERS							PENSIONS						
16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			
CAMPAIGNING					POLITICAL SCHOOL													
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
LOCAL COUNCIL REPS					MARITIME HEALTH & SAFETY STAGE 2 - Part 2 5 Days Mon - Fri				WOMENS COURSE Fri-Sun			PENSIONS (3 days) MON-WED or WED-FRI						
18	19	20	21	22	23	24	25	26	27	28	29	30	31					
CLOSED					CLOSED		B/HOL		CLOSED			CLOSED		B/HOL				



RMT EDUCATION

APPLICATION TO ATTEND RMT EDUCATION COURSE

Please complete the following in full.

Name

Address

.....

..... Post Code

Contact number

Email contact

RMT membership number

Length of membership in RMT

Position held in RMT currently

Employer

Course title

Date of course – week commencing-

1st choice

2nd choice

3rd choice

Any special requirements to assist you to attend the course, dietary etc

.....

.....

Train tickets are available for travel on East Coast Mainline, do you require a ticket-

Please return this form completed to your branch secretary for authorisation.

Signature of course applicant.....

Branch name

Signature of branch secretary

Date

This form when signed should be forwarded as soon as possible to;

Lynne Heath
RMT National Education Centre
47-49 Thorne Rd, Doncaster
South Yorkshire DN1 2EX.

Branch stamp

SHIPPING NEWS

National Secretary Steve Todd deals with issues facing shippers



Firstly I am pleased to report that the International Transport Federation (ITF) has re-launched the international ratings forum which will be getting to grips with issues affecting ratings on ships around the world. Henrik Berlau of the Danish shippers union 3F was elected chair and I was elected vice-chair.

One of the main issues facing the union is defending jobs. Stena Line announced earlier this year that it wanted to cut jobs on some of its routes in the Irish Sea due to the downturn in passenger and vehicle traffic on some of the less busy sailings.

Several meetings with myself, the Stena national port committee and the company have taken place and, after months of speculation, 'sample rosters' were produced. These so-called rosters, if implemented, would have destroyed the whole concept of time on, time off despite original assurances that this would not be the case.

Members were understandably outraged and the union was inundated with requests for a ballot. Although we produced the matrix and it's still a live option, the company has withdrawn those rosters, saying "they were never going to use them, they were purely for illustration purposes".

As far as the union is concerned they were unacceptable, unworkable, unsafe and shows a complete disregard for our members. If they are produced again we will have no hesitation in balloting for all out industrial action.

Yes the company has problems, as does every ferry operator. RMT is prepared to

examine other options provided it does not impact on the hard-earned terms and conditions of our members.

Amongst the other options being examined are closing some outlets on busier periods, rostering leave in less busier periods and the possibility of allowing a limited number of people to consider voluntary redundancy.

Similar problems face another major ferry operator P&O. There were fears recently when all trade unions were summoned to Channel House to receive this news that lower capacity on crossings was having an effect on the business.

There were no announcements of job losses and cuts to terms and conditions but it's clear the company is looking to make savings wherever possible.

I think all the unions who attended are committed to finding solutions provided they do not impact on terms and conditions and jobs.

P&O made a lot about the company's rising pension costs and commitments and it appears to me a lot of that blame was directed towards the new additional costs to the Merchant Navy Ratings Pension Fund (MNRPF) following the recent court case which P&O lost and now find themselves having to find millions to pay back.

But before blaming MNRPF they need to look at themselves long and hard, because had they continued paying their original amount of contributions they might not have been in this situation. That said there are problems which we as a responsible union are prepared

to work with the company to resolve.

NORTHLINK

Members will recall the ballot we conducted earlier this year following Serco's acquisition of the Northern Isles ferry services. The company gave assurances that current pension provisions would be honoured and the existing machinery including consultation and negotiation prior to any changes being made.

Just months later the company announced that due to lower demand it wanted to reduce its passenger carrying certificate (PC) which would allow ships to carry less crew. The Maritime and Coastguard Agency (MCA) agreed to this – funny thing is they always do – without consulting the union in any way. RMT will have to work on this politically to get the need for them to do so enshrined in law.

Then Serco announce that they need 36 less catering staff (OBS) claiming that this complies with the safety levels. However this doesn't meet with what our members believe to be acceptable levels of staffing.

Moreover where was the consultation and negotiation that was supposed to happen before changes were to be made? Therefore the ballot is back on.

It is clear the ferry sector is facing a difficult situation as a result of the under capacity usage as a result of the recession. The loss of duty-free across the Channel and the opening of the tunnel have had a severe impact. Now if this useless European Union legislation on Carbon emissions

is brought into force in the next couple of years it will have a devastating effect on the industry.

FORELAND/BIBBYS

Foreland operates six strategic RO/RO's for the Ministry of Defence and it has advised the management company Bibbys that the government wants to sell of two ships as the scaling down of British armed forces in many conflict areas continues.

However the full complement of ships has never been used in military style operations, two of them have been gainfully employed on commercial charters in the Baltic and they are now on long-term charters in the North Sea.

Moreover in the case of emergencies they are available to supplement the UK fleet instead of chartering foreign-flag ships to move troops and equipment, so why offer these for sale?

There are no imminent plans to make anyone redundant whilst the ships remain working, so there is no need to start negotiations over such matters and in any case we would be looking for suitable alternative employment for our members. If there any signs of them being sold we are ready to move.

Finally on pensions, after lobbying the government seafarers are now included in new pension auto-enrolment requirements. The larger employers will have to comply first and the ones with fewer employees latter. None the less we have written to all shipping companies and asked them for their plans and time tables and we will keep you all advised accordingly. ■

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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

RMT at the A Future That Works Demonstration: On October 20, 2012 the TUC organised a national day of protest against the governments ongoing cuts to public services with marches taking place in London, Glasgow and Belfast. As ever RMT members turned out in force. RMTv caught up with events in London.

Action for Rail - Day of Action: On Friday October 12, 2012, the joint union Action for Rail campaign staged its latest day of action. Events took place at railway stations nationwide calling for renationalisation of the railways and an end to the McNulty cuts to jobs and services in the name of profit.

RMT at TUC Conference: Report on RMT presence at this year's TUC conference in Brighton, September 2012.

CHANNEL 4 – RMT EXTRA

Union Learning Reps National Development Day: On October 17, 2012 RMT Learning organised a National Development Day for Union Learning Representatives in Birmingham. The day marked an opportunity for reps to meet, network and form working relationships and to be briefed on the processes for the recently agreed Education and Learning Conference that will begin in 2013.

Bob Crow on the James Whale radio show:

Burston Strike School: The Burston Strike School was at the centre of the longest running strike in British history, between 1914 and 1939. The strike began when teachers at the village's Church of England school, Annie Higdon and her husband, Tom Higdon, were sacked after a dispute with the area's school management committee and schoolchildren went on strike in their support. The Higdon's set up an alternative school which was attended by 66 of their 72 former pupils.

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

DEALING WITH LINE BLOCKAGES

Lead RMT health and safety rep for Network Rail AJ Yates asks signallers to contact the union about issues concerning line blockages to prevent accidents and stop signallers getting disciplined through no fault of their own

At last year's RMT signalling grades conference members had concerns over the safety implications surrounding line blockages and, while there are still a lot of issues to resolve, some progress has been made.

From the Irregular Working Group an assessment process has been rolled out across the country to assess every signal box/workstation or panel to work out how many line blockages a signaller can have at any one time and when. Various local working groups have met to examine what we do and attempts to control the workload continue. Better investigations to find root causes are ongoing and so

disciplinary are being reduced.

From attending various meetings and discussions with signallers I have collated the follow top 14 line blockage issues:

- Line Blockage limits are wrong for the section/ s of track needed blocking, including wrong protecting signals.
- Not all protecting signals listed.
- Use of auto signals but no signal post replacement key available or not known it is an auto signal.
- COSS not familiar with the location or best access points.
- Too many individual line blockages and not more combined ones using a PC. Thus lifting / re granting two blocks instead of one and increasing the workload/ telephone calls.
- No priority order of Line Blockages so we signallers do not know how important each application is, so done on a first come first served basis.
- COSS unaware of how busy train service is and how often the line blockage may need to be lifted / re granted.
- The number of line blockages a signaller can have at any one time, (this is now being resolved)
- Line Blockages planned so that they overlap into other line blockages or T3's, or planned so that they are inside T3's.

- Too much reliance on protection being solely from the signaller and no other protection of the line arranged.
- The same line blockage errors repeating themselves week after week.
- GZAM paperwork is not always available before block requested so not able to plan.
- Signallers being expected to inform COSS of exact protecting limits rather than as per rule book the COSS informing signaller of exactly what is required.
- Signallers expected to make alterations / agree new limits with COSS for all of the above.



This is not an exhaustive list and hopefully by circulating it signallers or COSS's they will be able to provide us with any other issues as well as examples which we vitally need. The other main issue that signaller's are concerned with is granting a block with a train in section. A few irregularities have revolved around this and work is in practice.

However there are still many examples and practices that you do that we do now know of and it is no good just complaining to each other, we need you to contact us. I know that for many of you these issues have been raised before and sometimes nothing has been done. Signallers report that sometimes even their SSM's are reluctant to report issues as they have done so many times before. Whatever has been reported before please don't be put off reporting it now. Apathy will not help us resolve this issue but actions will. We signallers protect the safety of people on the ground and we owe it to them to report issues that affect safety and always keep them safe. Health and safety is not an additional cost, we should operate safely at all times. I cannot help change things for the better for all of us unless you let us know the problems and give us examples.

We need to find root and common causes to reduce risks and workloads so send us an email. It won't take long but it could be the piece of information that is the catalyst which changes a lot. I just need a few minutes of your time and it may be all I need to help improve your week of nights!

The more effort we can put in now the more risk we remove for everyone and thus we reduce how many signallers may end up getting disciplined, but more importantly we try and stop someone getting hurt.

Please send any details to
p.clyndes@rmt.org.uk or
a.yates@rmt.org.uk

President's column



LEARNING FROM HISTORY

Today workers face deep cuts, blatant tax-dodging and profiteering by the same private companies that complain the government is not 'stimulating' the economy.

Richard Branson vociferously opposes renationalisation of West Coast Trains, demanding another 15 years of state-guaranteed, bumper profits, saying: "If the government can't run a [franchise bidding] process, then it'll be even more difficult to run a railway."

He didn't say that when 'Virgin Care' won a five-year contract last March to run seven NHS hospitals in Surrey and other community services in a bumper £650m deal.

The same government that signs NHS privatisation contracts and wastes £100 million on an ideological rail franchising casino, is committed to cuts in public spending equivalent to £81 billion before the next general election in May 2015.

In this crisis unemployment, 'outsourcing' and precarious, casual work are all being used in a deliberate and concerted strategy by employers to reduce wage costs, in a desperate and vain attempt to restore economic growth to their global capitalist system.

And yet the catastrophic austerity policies prescribed by the European Union and loyally carried out by Cameron, Osborne, Clegg and Cable as 'good Europeans', is a case of history repeating itself.

Following the First World War, the Liberal-Tory coalition government's programme of spending cuts was known as the 'Geddes Axe' after businessman, Sir Eric Geddes was appointed to a Committee on National Expenditure.

Railworkers who had formed a new industrial union, the National Union of Railwaymen (NUR) in 1913, won the first round in the war on jobs and wages. In eleven days of strike action in 1919, NUR members showed unswerving loyalty to their union's principled stand against austerity. Prime minister Lloyd George denounced the strike as an 'this anarchist conspiracy' and sent troops and 'volunteers' to scab on the strikers.

When his government capitulated by scrapping wage cuts, the rail unions won

national conditions of service and statutory recognition and NUR executive committee members sang the 'Red Flag' in 10 Downing Street.

Over the next decade an insidious political strategy promoted the false idea that capitalists and workers had common interests and should collaborate to run the economy to ensure companies remained profitable.

The TUC and Labour Party leaders (including NUR general secretary Jimmy Thomas, MP) who proposed this, the 1926 general strike and ended by forming a coalition with Tories and Liberals to form the most reactionary government in a generation in 1931, while mass unemployment soared and fascism took hold of much of Europe. It took another world war to defeat fascism and force nationalisation of railways and other strategic industries, including the creation of the NHS.

RMT has published 'Unity is Strength', a short and beautifully illustrated pamphlet explaining how the NUR was built and why its history contains important lessons for workers today. It is available free to RMT members see page 35.

The 2013 centenary of the founding of the NUR will be a source of great pride for RMT members, railworkers and all fighting trade unionists today. The NUR blazed the trail for industrial trade unionism in Britain and brought about railway nationalisation from 1948.

I am very proud that today RMT is building the legacy of industrial trade unionism, demanding renationalisation and leading the call for a general strike to defeat austerity policies that no one voted for.

Allow me to conclude my final column as your president by thanking all members, representatives and officers for their hard work and inspiration in defending our members' interests. It has been an honour to serve you. I wish you all a happy New Year and look forward to seeing some of fighting for what is right in 2013.

Solidarity Forever!

Alex Gordon

FIGHTING FOR INTERNATIONAL LGBT RIGHTS

RMT activists staged a demonstration outside the Zimbabwean Embassy this month in solidarity with lesbian, gay, bisexual and transgender (LGBT) workers in Zimbabwe.

President Robert Mugabe continues to denigrate and spearhead attacks on LGBT Zimbabweans and vows not to allow the inclusion of LGBT rights in Zimbabwe's new constitution.

On August 11 police raided the Harare office of the advocacy group Gays and Lesbian Zimbabwe (GALZ) without a warrant after the group issued its LGBT Rights violations report and a briefing on the draft constitution. Forty-four members were brutally beaten with batons and fists, any requiring medical treatment. Nine days later, police officers returned, occupied the offices for six hours, confiscating computers, documents, and advocacy materials.

A protest letter was delivered to the embassy signed by general secretary Bob Crow and numerous union activists



demanding President Robert Mugabe and Prime Minister Morgan Tsvangirai stop attacks on LGBTs, honour Zimbabwe's human rights obligations and include equality and human rights for all people in Zimbabwe's new constitution, regardless of gender identity or sexual orientation.

The Zimbabwe demonstration follows a protest at the Danish Embassy in September. RMT

LGBT activists delivered a petition letter protesting the impending deportation of Fernanda Milan, a transgender woman from Guatemala.

Fernanda fled from Guatemala in 2009 to escape persecution and seek safety and asylum in Denmark. However, she was recently informed that Danish law does not recognise gender identity as a motive for persecution despite a 2011

European Directive that specifically mentions gender identity.

Fernanda was due to leave Denmark on September 17, but at the eleventh hour the Refugee Board decided to reopen her case. Activists report that as many as 12 transgender people have been murdered in Guatemala this year and more have simply "disappeared". ■

CAMPAIGNING FOR LGBT RIGHTS

The RMT annual general meeting agreed a motion this year to support campaigns against homophobia around the world.

Conference highlighted a speech by United Nations Secretary General Ban Ki-Moon on March 7 2012 calling on all countries around the world to decriminalise consensual same-

sex relationships and end discrimination against LGBT people.

It is still the case that in 76 countries being gay is illegal, and in 10 of these, punishable by death or life imprisonment.

LGBT people around the world are victims of violence, such as targeted killings, violent assaults and torture.

For instance the Russian city of St Petersburg has recently passed a law making it illegal to speak in public about being LGBT.

Across Africa, parliaments are advocating laws that would further penalise, even execute, gay people.

In Iraq, religious militias have brutally murdered hundreds of

gay men and young men perceived to be gay. The Iranian theocratic regime criminalises and oppresses homosexuality.

Conference reiterated that human rights are for all people, in all countries and it was necessary to build solidarity links with LGBT rights campaigners and trade unionists around the world. ■

SCOTLAND MAKES LGBT HISTORY

RMT member Barry Weldon reports on the first Scottish TUC Lesbian, Gay, Bisexual and Transgender conference

Scottish trade union history was made in Glasgow recently when the Scottish Trade Unions Congress held its inaugural conference for Lesbian, Gay, Bisexual and Transgender conference.

Trade union members from all over Scotland united to debate a wide range of issues affecting LGBT people in the workplace and in today's Scottish society.

Delegates elected an LGBT equality committee to work on priorities for LGBT workers throughout the year and two representatives were elected to sit on the STUC's General Council.

I attended this event on behalf of RMT and was proud to be part of that historic weekend

which saw motions passed on matters including workplace prejudice, supporting international LGBT rights and 'out' at work and confident as individuals and professionals to name but a few important issues raised.

There were also talks from speakers such as Yvonne Strachan of the equality unit of the Scottish government, deputy STUC deputy general secretary Dave Moxham and an address from Phyll Opoku-Gyimah of UK Black Pride.

The speeches and networking certainly relit a fire in my heart for the trade union movement that I hadn't felt in a long time. Exhibitors such as Stonewall, Amnesty International, Gay Police Association, Scottish



Union Learning and The Equality Network were invaluable in gaining momentum to ask my employer for an LGBT staff committee.

I spoke on a motion regarding LGBT facilities in Glasgow for the community following the closure of the LGBT community centre following withdrawal of funding. I said that the real losers were the LGBT community not only in Glasgow but Scotland in general as Glasgow is where most members of the

LGBT population congregate. I also support the right to protest in George Square, Glasgow.

I said that as voters, taxpayers and trade unionists it was time we reminded councillors who had put them in office and how many trade unions were bank rolling them.

I would recommend any RMT LGBT member in Scotland to attend next year's conference and hopefully we can move our own motions important to our LGBT community and members.



SUPPORTING THE PEOPLE'S CHARTER IN SCOTLAND

RMT has pledged full support for the People's Charter in Scotland and vowed to use it as vehicle to mobilise backing for the public ownership of rail, ferries, buses and the wider range of public services.

RMT support follows similar pledges from the two largest public service unions, PCS and Unison, who have also called on the Scottish government to fulfil the aspirations of the People's Charter - a six point manifesto to create a fairer society.

RMT general secretary Bob Crow said that the programme

set out in the People's Charter gave us a platform to develop the alternative to the cuts, austerity and privatisation that are ripping apart working class communities.

"The priorities of this government, the profits of the rich, have been laid bare in the decision to award Virgin a short-term contract on the West Coast route from London to Scotland instead of backing the popular, stable and proven alternative of public ownership.

"The People's Charter has a crucial role to play in exposing

the dash for profits while wages, jobs and standards of living are taking a hammering, and in setting out a genuine alternative. RMT is with the People's Charter all the way," he said.

A petition has been launched through the Scottish Parliament website urging the Scottish Government "to bring forward measures in all areas it has competency to fulfil the aspirations of the People's Charter".

The People's Charter sets out six key steps for a move away

from austerity to a more just, equitable society:

- A fair economy for a fairer Britain
- More and better jobs
- Decent homes for all
- Protect and improve our public services – no cuts
- Fairness and Justice
- Build a secure and sustainable future for all

The Charter has been endorsed by the TUC, the STUC and most major unions, many MPs and MSPs, as well as thousands of individuals. For more information go to peoplescharterscotland.blogspot.co.uk/

REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2011:

We have audited the accounts of the National Union of Rail, Maritime and Transport Workers for the year ended 31 December 2011, set out on pages 14 to 38. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

RESPECTIVE RESPONSIBILITIES OF THE UNION'S COUNCIL OF EXECUTIVES AND AUDITORS

As explained more fully in the Statement of Responsibilities of the Council of Executives on page 12, the Union's Council of Executives is responsible for the preparation of accounts which give a true and fair view. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE ACCOUNTS

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are

appropriate to the Union's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Union's Council of Executives; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Report of the General Secretary to identify material inconsistencies with the audited accounts. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON ACCOUNTS

In our opinion the accounts give a true and fair view of the state of the Union's affairs as at 31 December 2011 and of its income and expenditure for the year then ended.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) to report to you by exception in respect of the following matters if, in our opinion:

- A satisfactory system of control over transactions has not been maintained.
- The Union has not kept proper accounting records.
- The accounts are not in agreement with the books of account.
- We have not received all the information and explanations we need for our audit.

We have nothing to report to you in respect of the above matters. ■

H W FISHER & COMPANY
Chartered Accountants
Statutory Auditor
Dated: 18 April 2012
Acre House, 11-15 William Road
London NW1 3ER
United Kingdom

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS Summary income and expenditure accounts for the year ended 31 December 2011:

General Fund and Orphan Fund

	2011 £'000	2010 £'000
Subscription income	13,027	13,046
Operating expenditure	(14,981)	(13,695)
Operating deficit before investment operations	(1,954)	(649)
Income from investment operations and donations	2,157	2,206
Operating surplus after investment operations	203	1,557
Other non-operating income and expenditure	438	134
Surplus for the year	641	1,691

Political Fund

	2010 £'000	2009 £'000
Subscription income	236	235
Investment income	3	4
Other income	-	-
Total income	239	239
Total expenditure	(289)	-
(227)(Deficit)/Surplus for the year	(50)	12

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
R Crow	General Secretary	Salary Pension Contribution	£86,730 £34,957
M Cash	Assistant General Secretary	Salary Pension contributions	£67,116 £19,919
P Sikorski	Assistant General Secretary	Salary Pension contributions	£71,973 £15,061
A Gordon	President	Attendance, Lodging allowance and expenses	£48,139

The members of the Council of Executives do not receive any benefits but do receive attendance and lodging allowances, which are set out below. The General Secretary, the President and the members of the Council of Executives are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union.

Summary of Attendance, Lodging Allowances and out-of-pocket expenses paid to the Council of Executives

General Grades

Name	Amount	Name	Amount
J Booth	£ 39,158	M Lynch	£ 40,687
G Hassell	£ 40,253	P March*	£ 50,624
O Herbert*	£ 51,871	G McCann*	£ 54,809
S Hoyle*	£ 44,090	M Thompson*	£ 54,203
C Johnston*	£ 29,585	A Tyrrell*	£ 51,328
D Letcher*	£ 53,186	P Walker*	£ 5,674

Shipping Grades

Name	Amount	Name	Amount
M Carden*	£ 5,410	A Lloyd*	£ 10,211
M Dunning*	£ 8,770	J Laing*	£ 2,140
A Gordon*	£ 17,872		

* In addition, the Union provides accommodation while on Union business

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct.

The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police.

Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

SINDYANNA SOLIDARITY

You can buy goods from Sindyanna, a women workers' cooperative in Galilee, through the RMT website and helpline

Alongside baseball caps, pens and ties, you can now buy RMT olive oil, baskets and soap. And by doing so, you will be supporting women workers and trade unionists in a part of the world that needs all the solidarity we can give.

As agreed by the union's women's conference and the annual general meeting, RMT has ordered this merchandise from Sindyanna, a women workers' cooperative in Galilee which is linked to the Workers' Advice Centre (WAC), a trade union project that unites Jewish and Arab workers and campaigns against the oppression of the Palestinian people.

Sindyanna has a history of improving the situation of the most disadvantaged labour groups - Arab 'unskilled' women - by offering them social benefits not available under Israeli law which operates as an apartheid state.

In addition, it runs several projects that aim to promote Arab women's position in the society as well as providing them jobs with all labour rights.

Sindyanna spends its income on social projects providing women with new skills, organising meetings between Arab and Jewish women and between Sindyanna's women and women from cooperatives in the Palestinian territories and

supporting WAC's projects to promote employment of Arab women.

Projects include a women's training project, a basket-weaving project and a visitor centre in Kufr Manda. There is also a campaign to bring Arab women back to work as well as donating to documentary film on unemployment and to Bread and Roses exhibitions since 2009

Agricultural projects include planting of olive trees in Roha, public olive-picking days, meetings between WAC's agriculture workers, WAC's youth movement and Israeli peace activists.

Hadas Lahav of Sindyanna explained that Israel was a conflict-ridden society.

"Arab Palestinians are discriminated against in all walks of life. We at Sindyanna strive to build a society based on justice and equal opportunities for all its citizens.

"We see WAC's struggle to unite in struggle Jewish and Arab workers as an example to what a trade union should be. It is all about solidarity.

"We try to create solidarity between people, producers in the Middle East and customers in the North, Arab women and Israeli women and Arab working women and Israeli peace activists.

"We believe that a trade



union can benefit from promoting solidarity between people whenever and wherever it emerges.

"It is the best way to educate working people to develop and appreciate their movement.

"We hope that RMT's first order will set an example for other trade unions. We hope that these products will find their way to the hearts and minds of your members and help us demonstrate that working people of all nations share joint interests," she said.

This merchandise is a practical way of showing solidarity with women workers and helping the efforts of Sindyanna and the Workers' Advice Centre to organise and unite Arab and Jewish workers against oppression.

Available from www.rmt.org.uk and the RMT helpline 0800 376 0376

EU imports from illegal Israeli settlements

The European Union is importing 15 times more from Israel's settlements in the West Bank than from Palestinians, despite repeatedly declaring that the settlements are illegal and spending billions on efforts to develop the Palestinian economy.

A report published today by a coalition of 22 non-governmental organisations, including Christian Aid and the Methodist Church, criticises the "inconsistency at the heart of EU policy".

It calls for EU member states to issue strict guidelines on labelling products that are grown or made in the settlements, rather than in Israel.

Among the settlement goods that are on sale in Europe are dates, grapes, citrus fruits, herbs, wines, cosmetics from Ahava, carbonation devices from SodaStream and plastic garden furniture produced by Keter.

Such goods contribute to £188 million worth of exports from the West Bank settlements to Europe a year, compared to £12.3 million from Palestinians.

The report, called Trading Away Peace, blames the discrepancy on Israel's policy of providing subsidies to settlers for infrastructure, business development and agriculture, while imposing "stringent restrictions on Palestinian access to market and resources".

"Europe says settlements are illegal under international law and yet continues to trade with them," said William Bell, Policy and Advocacy Officer at Christian Aid UK and Ireland.



DEVELOPING UNION LEARNING

Over 60 RMT Learning Reps gathered in Birmingham for a National Development Day recently to share ideas and information and to gain new skills to enable them to develop in this important role.

The reps role is central in creating opportunities for some of the most disadvantaged groups within the union and the workplace, many of whom have been let down by the education system and have had no real opportunity for learning at work.

RMT Learning project manager Teresa Williams led a very lively regional networking session. Reps shared information and resources and discussed their recent activities in setting up learning opportunities for members including improving their skills in computing, literacy and numeracy.

Delegates discussed how new social media communication

tools can be used effectively by trade union activists.

Reps were introduced to ways of using social media networking in their role and to be aware of the positive effects while avoiding the pitfalls. The focus was mainly on Facebook and Twitter and there were a significant number of delegates who do not currently use these networking sites, but most left the workshop keen to have a go.

RMT general secretary Bob Crow spoke about the value of education and welcomed the AGM decision that there will be an annual education advisory conference. He also spoke about the expansion of the national education centre in Doncaster, doubling capacity, and the new centre in Aberdeen meaning that RMT education facilities are expanding in line with the growth in membership.

After a question and answer session, the final workshop was

designed to give the delegates a better understanding of grades and advisory conferences. Reps with experience were asked to help run the workshop and several stepped up and made valuable contributions.

RMT education officer Andy Gilchrist thanked the Reps for their hard work, saying that RMT Learning is a unique opportunity to meet workers. He encouraged Reps to go back to their branches and regional councils and get nominated for the committee and as delegates for the education advisory conference taking place on March 26 2013 in Doncaster.

Nominations for delegates and motions must be received at Unity House by March 1 2013.

RMT council of executives member Mike Sargent said it was a great pleasure to see how things had developed over the years.

"Since I first attended ULR

conferences over ten years ago they have become an integral part of what we do as a union for our members.

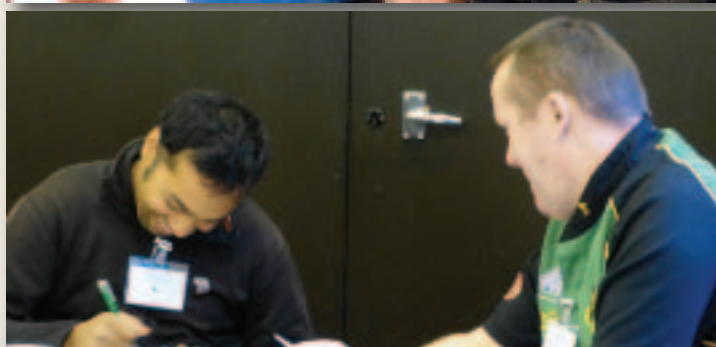
"As well as personal development there was emphasis on learning as an organising strategy and I was pleased to see so many new faces where old faces have gone on to take up other roles within RMT while still supporting this important agenda.

"Next year will see the first RMT education conference take place which will be open to all members and I look forward to a vibrant event and interesting debates," he said.

A video of the day's events is on RMTv: www.rmt-television.org.uk/video/video168

For more information on RMT Learning, please contact your local ULR or the Learning

Team: on 020 7529 8820/l.rutland@rmt.org.uk



MOROCCAN DOCKERS' UNION LEADER RELEASED

RMT general secretary Bob Crow welcomed the release of Said Elhairech, the Moroccan dockers' union leader (left), from prison in October following a high profile ITF campaign.

"When I was in jail I knew the whole world was behind me.

"As well as publicising my case the ITF made embassy contacts and rattled the government, in fact I was told they waited until after the Maritime Round Table meeting in Casablanca to release me in the hope of avoiding embarrassment.

"The ITF women's delegation that visited my family inspired them and I have

no words for it except thank you," he said.

Saied was jailed for organising port workers in transnational companies like APMT, based in Denmark. The government accused him of threatening national security by organising strike action.

"We are supposed to have the right to strike in Morocco, but it's like being given an apple that you're punished if you eat it," he said.

At the ITF meeting in Denmark where he met Bob Saied announced a new collective agreement with APMT.

"We still have some issues – but we are working on them," said Saied. ■



Letters...

BRING AGENCY WORKERS IN-HOUSE

The September issue of RMT News made a claim that "Agency workers employed by Trainpeople.co.uk engaged on Grand Central Railways and London Underground's Bakerloo Line contracts are not protected by EU Agency Worker Regulations (AWR) as the company is using the so-called Swedish derogation".

The article goes on to say "Under this model (the Swedish derogation) if an agency worker is made into a permanent employee of the recruitment agency, they do not gain the same basic rights of employees of the organisation where they are placed after 12 weeks work."

This is not the view of the Bakerloo branch who are organising the workers employed by Trainpeople nor the view of our officials representing the members concerned.

Unfortunately the facts have got in the way of a good anti-European story. Our members on the Bakerloo Line have not been

made into permanent employees of Trainpeople and our negotiators are pursuing a positive agenda to bring these workers in house.

Our officials recently met LU's Director of Human Resources, Gerry Duffy, to force the issues concerned and to raise the following breaches of the AWR, which the Bakerloo Branch and our officials believe are taking place.

RMT officials advised London Underground that many Trainpeople staff had applied for permanent employment, but their applications had been variously dismissed as ineligible, 'lost', or unsuccessful without reason or feedback being given. This is not the 'same opportunity' as an LUL employee would have. The union therefore believes that these staff have been denied their legal rights, and demands that LUL allow them to reapply and ensure that their applications are dealt with appropriately.

If the response is unsatisfactory the Bakerloo branch will support our members in seeking legal redress, ie that they are being denied their rights under the AWR. The Bakerloo branch will continue to organise these workers and campaign on their behalf. It would be useful if RMT News did likewise.

Brian Munro

Bakerloo branch secretary

Editor's note: RMT is deeply concerned with the increasing use of agency staff by employers to carry work normally carried out by directly employed staff. The policy of the union is to campaign constantly to bring agency staff in-house. The so-called Swedish derogation is being used by employers against these workers. A full explanation of this derogation to the Agency Workers Directive appears on page 16.

SOCIAL DUMPING GROWS

Dear editor,

The September issue of RMT News highlighted the practice of many shipping companies of excluding British ratings from the workforce.

As a merchant seaman I recently spoke briefly to crews working on two ships operated by Atlantic Marine in Great Yarmouth. They explained that the company's policy was to only employ foreign ratings.

The company has ships based in the port and they sail under the flags of Belize and Liberia but appear to be well-found vessels. There is not even a token gesture of employing one or two British ratings nor do they employ ratings from those two flag states.

Name supplied

TICKET OFFICE CLOSURES

I am writing to express my concern over the number of proposed ticket office closures and the cuts to opening hours and positions. It is quite clear that the travelling public want to see their stations manned and to be able to take advantage of the knowledge and experience of trained railway personnel.

It is difficult to organise opposition within these grades as they are often working alone or within small groups and are easily swayed by management. As a Union we have to build a concerted campaign and instil confidence in our members. While we need to be addressing this now, next March will see the annual Clerical and Supervisory conference take place in Great Yarmouth. It would be good to see as many active and

motivated delegates as possible.

I would ask if all Branches and Regional councils could promote this conference at your meetings as a matter of urgency and encourage as many delegates as possible to attend – it will be a great opportunity to review where we are in the ongoing campaign to 'Save our Stations' and 'Save our Ticket offices!'

The details of the Conference are as below. Hotel Victoria, 2 Kings Road in Great Yarmouth Date of Conference Saturday 16th and Sunday 17th March 2013. Kind Regards

Deborah Alonso Rios,
Conference Secretary

All letters must be no longer than 320 words

RMT STANDS UP FOR ITS MEMBERS

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

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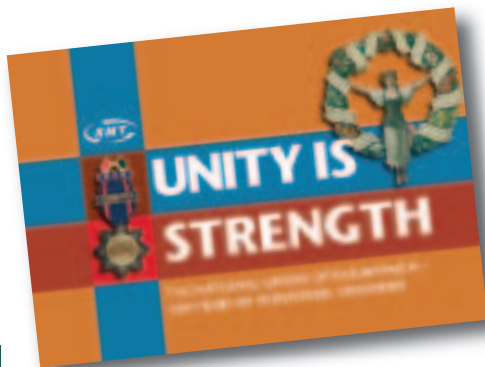
PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



UNITY IS STRENGTH: 100 YEARS OF INDUSTRIAL UNIONISM

New RMT publication celebrates the centenary of the founding of the National Union of Railwaymen and a new type of trade unionism in Britain - industrial unionism.

UNITY IS STRENGTH



Written by outgoing RMT president Alex Gordon, this booklet tells the rail workers' story. The story of how the 1901 Taff Vale judgement led to the beginnings of Labour Representation and the 1906 Trades Disputes Act. It tells of the great hopes and the betrayal by 'Lib-Labs' of the 1907 All-Grades Movement. The fight for independent working class education is also told and of how the first national rail strike in 1911 spread political class-consciousness into the workplaces of the most industrialised nation on earth.

The demand for amalgamation

of railway unions was the militant echo of the 1911 strike. In 35 years from the NUR's foundation in 1913, railworkers had won national collective bargaining, improvements to pay and conditions and showed the political importance that industrial organisation gives to workers, culminating in railway nationalisation from 1948 under the post-war Labour government.

Unity is Strength is available to RMT members for just £3 postage. Also available is *Pulling Together: A Popular History of RMT* for just £2 postage.



PULLING TOGETHER: A POPULAR HISTORY OF RMT

Pulling Together gives an insight into the struggles, defeats and victories of members over 150 years. *Pulling Together* gives members an engaging and colourfully illustrated window on the history of the union up to the present day.

It tells the story of how the union developed under very difficult circumstances against very powerful opponents and maintained itself as a democratic, fighting organisation that today represents members in all sectors and grades of the transport industry.

- ☐ I want a copy of *Unity is Strength* for £3
- ☐ I want a copy of *Pulling Together: A Popular History of RMT* for £2
- ☐ I would like both publications for £5

Name

Address

Unity House, 39 Chilton Street, London NW1 1JD.

Make cheques payable to RMT. Also available from the RMT webshop



FRIENDS OF THE NPC

The National Pensioners Convention was founded in 1979 by Jack Jones with strong and invaluable links to the trade unions. Today it is the major voice of retired people in Britain. Its campaigning work, particularly on the state pension, universal benefits and health and social care, is vital not only for today's pensioners but also for our members.

For years the NPC has operated on a modest income with a small number of dedicated staff and many unpaid volunteers. However, just at a time when it is facing new challenges because of the government's austerity programme, one of its funders is reducing its annual grant by £30,000 over the next three years.

Therefore we, the undersigned, have decided to positively support the Friends of the NPC scheme and are asking you to do the same. A small annual donation of not less than £1 paid by standing order would help to sustain the NPC over the coming years – and in so doing would reinforce the connection and solidarity between today's pensioners and the pensioners of tomorrow.

Thank you for your support.

Christine Blower: NUT

Manuel Cortez: TSSA

Bob Crow: RMT

Billy Hayes: CWU

Len McCluskey: UNITE

Frances O'Grady: TUC

Dave Prentis: UNISON

Mark Serwotka: PCS

Michelle Stanistreet: NUJ

Mick Whelan: ASLEF

SIGN UP

Either complete this form and return to the NPC (details below) or set up a Standing Order online directly with your bank. Whatever you decide, please email us at info@npcuk.org to let us know you have become a Friend of the NPC. Thank you.

STANDING ORDER

To: The Manager.....Bank (Sort Code / /) Bank address and postcode.....

From: (Insert your name and address).....

Please pay the sum of £.....on the.....day of.....(month and year) and then yearly thereafter

From my Account Name.....Account Number.....

To: Friends of the NPC, Account Number: 20234814, Unity Trust Bank PLC, Sort Code: 08-60-01, Nine Brindleyplace, Birmingham B1 2HB

Signed.....Date.....

NPC Walkden House, 10 Melton Street, London NW1 2EJ

RETIRED MEMBERS

RMT STILL NEEDS YOU

RMT pensions officer Paul Norris reports on the growing annual retired members conference

The retired members section of the union are keen to encourage those members who are approaching or are all ready retired to get involved with their local retired member branch.

Branch activity has already improved, although there is always a need to encourage members once they have left work to continue their trade union involvement by joining retired members' branches.

This year's annual national retired members' advisory conference held in London recently illustrated the improvement in member participation with over 35 delegates and visitors attending. I think that a larger venue will be required in 2013 if this improvement continues, as there was standing room only.

RMT senior assistant general

secretary Mick Cash welcomed delegates and acknowledged the challenges that face all retired members. He stressed the importance of an active retired members section in RMT and the valuable contribution which is made by retired member branches.

The conference agenda was comprehensive in addressing the many issues that face retired members nationally and this was highlighted by the seven resolutions submitted by branches that covered items such as the austerity Cuts, the McNulty Report and pre-retirement courses.

The agenda included five guest speakers from RMT Credit Union, RMT Learning, RMT Organising Unit and Railways Pension Scheme administration. National Pensioners Convention

secretary Dot Gibson also outlined the shameful attacks that the Con Dems are waging on pensioners across the country.

She stressed the need for a collective campaign to fight for social justice for all pensioners and working class people in general. She said that the Welfare State established after the Second World War promised to protect working class people from the cradle to the grave and as a result of the savage austerity cuts being carried out by the Tory-Liberal government was being taken away from the very people it was meant to protect.

RMT retired members are at the heart of many union campaigns and members are fighting nationally and internationally against global

capitalism that threatens the very livelihood of all working class people.

However, we still need members to come forward and participate in these activities so that this section of the union can continue to grow. Getting involved in retired member branches is not only a good way of continuing to be politically active after retirement but it is also a great way to meet like-minded people.

If you are interested in contacting your local retired members' branch secretary please call 020 7529 8806 or email p.norris@rmt.org.uk for more details. ■



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DAVE GOTT

COUNCIL OF EXECUTIVES

AND SEEKS SUPPORT

SOUTH HUMBERSIDE BRANCH

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FOR COUNCIL OF EXECUTIVES

AND SEEKS SUPPORT

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IPad prize sponsored by UIA Home Insurance

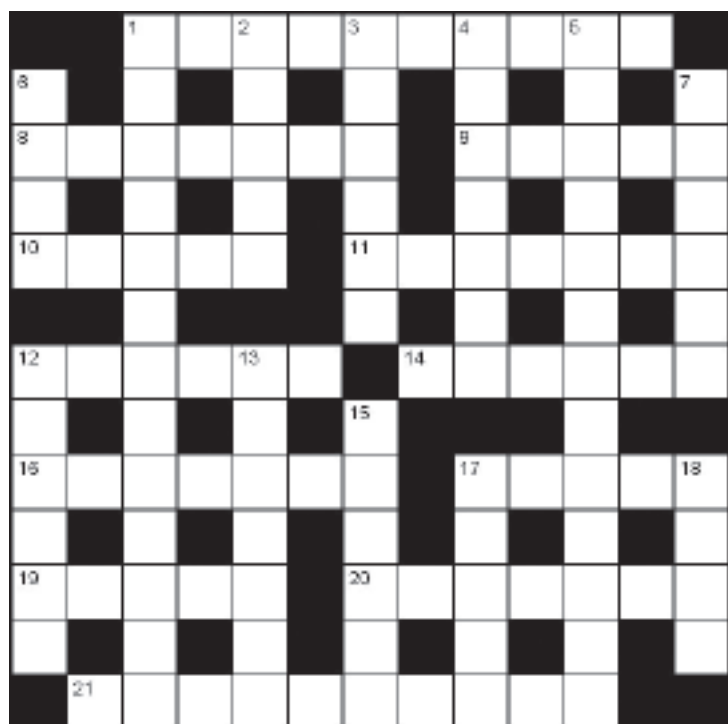
UIA is a leading insurer within the trade union movement, specialising in the provision of low cost insurance to RMT and other trade union members. As a mutual insurer, UIA reinvests any surplus in order to keep premiums low. Many RMT members, including general secretary Bob Crow, are existing policyholders and already know what excellent value and quality service UIA offers. These underlying principles mean that RMT members can be sure of a consistently fair and honest approach from a company that shares our trade union values.

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£50 PRIZE CROSSWORD

No. 80. Set by Elk



ACROSS

1. What is required to stop the Con Dem cuts (10)
8. Large wave (7)
9. Old style
10. What RMT members wear (5)
11. Have and... (4,4)
12. Ball (6)
14. Process of making copies (6)
16. Bad mannered (7)
17. Part of a flower (5)
19. Traditional Hindu garment (5)
20. Czar's wife (7)
21. Thinness (10)

DOWN

1. 24 hour shifts (5,3,5)
2. Wage rate (5)
3. Blacksmith's workshop (6)
4. What happens after leaving (7)
5. Ship's whip (3,1,4,5)
6. Remains of a ticket (4)
7. Most RMT ballots (6)
12. Stout (6)
13. Get together (7)
15. Trendy Panda (3,3)
17. Worth fighting for (5)
18. What the RMT Credit Union does (4)

Send entries to Prize Crossword, RMT, Unity House,
 39 Chalton Street, London
 NW1 1JD by December 13 with your name and address.

Winner and solution in next issue.



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

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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

Date

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.

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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

9	7	4	2	8	1
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Reference Number

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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.

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- 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.
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- — If you receive a refund you are not entitled to, you must pay it back when RMT Credit Union Ltd asks you to.
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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 also 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.

