

RMT

Essential reading for today's transport worker

news

RMT SPARKS BROKEN RAIL ENQUIRY

11th Annual
RMT
CUBA GARDEN PARTY
June 19 2013
at Maritime House, Clapham,
London, from 7pm
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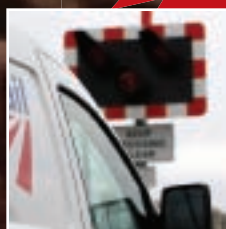
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www.rmt.org.uk

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Unity House, 39 Chalton Street, London NW1 1JD



APPLICATION FOR MEMBERSHIP – please complete your application along with either the attached Direct Debit or a separate paybill mandate form.

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				

5 Sexual orientation (This information will be used for monitoring purposes as part of our equal opportunities policy)

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



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



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

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Branch Sort Code

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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

--

Your National Insurance Number

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FOR RMT OFFICIAL USE ONLY

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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CREDIT UNION

EDITORIAL



A BROKEN SYSTEM

Broken rails, line failures and safety breaches are a sure sign that the rail network is in a deep crisis caused by privatisation, staff cuts and the casualisation of the industry.

We have come to expect corner-cutting and the drive for profit at the expense of safety in the privatised transport sector.

But things are getting worse with the rapid casualisation of the industry through social dumping and the increased use of agency workers in the name of 'flexicurity', as the European Union calls it, or 'flexploitation' as we would call it.

This dash to sub out key work to agencies and contractors is leading to a shortage of skilled staff due to a failure to invest in training and apprenticeships, threatening the timetables for future rail projects including the High Speed proposals.

The solution is for all cuts to staffing, maintenance and renewals to be reversed and all track work brought back in house rather than subbed-out.

We have seen the attack on wages of workers employed in other contracted out industries such as cleaning. Therefore RMT has launched a national campaign to protect the interests of these vulnerable workers.

RMT Churchill cleaners on the Tyne and Wear Metro launched an unprecedented seven days of strike action last month, winning widespread public and political support.

According to a survey more than half of train companies have a customer satisfaction score of less than 50 per cent and only 22 per cent of train travellers feel their service is improving despite above-inflation fare rises.

Millions are now saying that it is time that these basket-case private train companies are booted off Britain's transport network for good and their franchises returned to public ownership.

However the unelected European commission is demanding a forth rail package designed to further break up national rail networks and hand the entire industry over to the private sector as in Britain.

The EU has been promoting this

blatantly business-friendly model for rail for decades with various waves of legislation such as EU directive 91/440 and now they want to roll it out across Europe in the interests of profits for private monopolies.

This will mean that the chaos of transport privatisation that has ripped through Britain will now sweep across the continent courtesy of the bosses and bankers that run the EU.

RMT has challenged London Mayor Boris Johnson to publicly support the campaign for the Crossrail fleet to be built in Britain or risk the kind of delays that have dogged plans to build the Thameslink trains in Germany, a scandal which has dragged back the fleet replacement programme by three years.

Already the Crossrail fleet will be procured by the cheaper and more efficient route of public financing, an open recognition that the public/private finance model is unable to deliver.

Now, RMT is calling for publicly-financed trains to be built at Bombardier in Derby – protecting up to 10,000 jobs and giving a future to train building in the nation that gave the railways to the world.

I am pleased to announce that the Campaign for Trade Union Freedom (TUF) will be launched later this month to defend trade union rights, oppose anti-union laws and promote collective bargaining in the fight against inequality and poverty.

It would be great to see as many of you as possible on Saturday, March 23 at Friend's Meeting House, Euston Road, London.

Finally it is great to see the weather getting warmer as spring approaches. For the union this means the season of grades conferences and it is very encouraging to see growing attendances and new faces appearing.

I hope to get to as many as possible to hear the debates that shape policy for all the different grades.

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

RMT SPARKS BROKEN RAIL ENQUIRY

RMT exposes gap in track on East Coast mainline and warns of "another Hatfield" if staffing and maintenance cuts aren't reversed

An enquiry has been launched after RMT released shocking pictures revealing six inches of rail head crumbled away leaving a lethal gap in the track on the InterCity East Coast Mainline at Hambleton South Junction near Selby.

The picture follows RMT's publication by of a similar damning picture taken at Colton Junction on the ECML just a few miles away in December last year where normal running speeds are 125mph.

It appears from the picture that an original crack had been identified on inspection and painted blue to mark it down for repair or replacement, exactly as happened at Colton Junction.

But due to delays, which RMT blames on maintenance and staffing cuts, the initial crack crumbled away to a large gap in the rail head, leaving the

risk of a serious and potentially lethal incident. A train could have derailed, jumped the tracks and collided with an on-coming service.

RMT understands that there is massive pressure to keep the ECML running from the government and the Department of Transport as they look to re-privatise the service. There are also persistent demands on Network Rail from the budget-holder, the Office of Rail Regulation, to cut back on rail renewals work despite the potentially-lethal consequences as exposed in graphic detail by RMT.

Pressure from a high-profile media campaign by the union has forced Rail Accident Investigation Branch (RAIB) to launch a full investigation into the condition of the track on the ECML.



The RAIB is also investigating a number of rail breaks that have occurred on other lines including:

- a vertical rail break that was discovered on a section of continuously welded rail, after a member of the public reported unusual levels of noise as trains passed over a stretch of line near Corby Glen, Lincolnshire (September 14 2012);
- an approximate 100mm gap due to a broken rail at an insulated block joint Main line at Copmanthorpe, near York, that was reported by the driver of a train on the adjacent line (November 28 2012).

Both of the above incidents involved sections of line traversed by trains travelling at speeds in excess of 100 mph

The latest shocking pictures will fuel the urgency of that investigation which the union says must focus on the impact of cuts to staffing and renewals and the consequences of sub-contracting core functions.

RMT general secretary Bob Crow said that the latest shocking pictures highlight the reality on Britain's railways today.

"Staffing, inspections and track renewals have been cut in the dash to save money and there is massive pressure from the top of government to keep services running at all costs regardless of the potential human cost.

"If we don't reverse the cuts on Britain's railways another major tragedy is inevitable," he said.

The union has argued that the McNulty report means that the industry is now facing exactly the same set of poisonous conditions that lead to the Hatfield disaster.

"RMT is demanding action before it is too late and the RAIB investigation must look at the poisonous impact of cuts to staffing and renewals work and the sub-contracting of jobs that should be undertaken in-house," he said.

LONDON OVERGROUND RENEGES ON PROMISED SETTLEMENT

Security and safety staff employed by STM Security Group on London Overground services took further strike action last month in a dispute over bullying and harassment and an attempt to impose workplace changes without agreement.

Last year RMT suspended strike action by STM staff to allow for talks with London Overground, with a view to bringing Travel Safe Officer work back in-house.

However, despite the promise of talks, LOROL has refused to meet and it is now clear to the union that STM and LOROL misled RMT to stop the strike action in the run up to Christmas.

Meanwhile, management at STM still have a cavalier attitude towards bullying and harassment and are refusing to address the concerns of members.

In addition to strike action, the union is organising protests to highlight our campaign and build public and political support for the dispute.

Protests have taken place outside City Hall and TfL Headquarters and further March 13 at 9am outside Palestra House and outside City Hall on March 27.

RMT general secretary Bob Crow said that the bullying and intimidation by STM Security was deplorable and represented a pre-meditated assault on the union in a desperate attempt to try and undermine RMT's growing strength.

"RMT LOROL safety and security members have shown their determination to stand up to the bullies and union-busters in the unanimous strike vote and in last year and the strike action in November and the whole union stands with them in this struggle for justice.

"RMT remains available for talks aimed at addressing the range of outstanding issues and it is down to all parties to honour their commitments and take the action required to resolve this dispute," he said.



TYNE AND WEAR METRO CLEANERS STRIKE

Cleaners working for Churchill's on the Tyne and Wear Metro took seven days strike action last month as part their battle for pay and workplace justice.

The latest strike follows on from rock-solid strikes last year and in January which have put pressure on Churchill's, DB Regio and the Labour-dominated transport authority NEXUS.

The seven day transport cleaners strike coincided with a march and rally in Newcastle against the cuts and RMT members from across the country attended including from Scotland and Kent.

The cleaners' battle, part of national RMT fight for justice for transport cleaners, is over an attempt by the highly-profitable company to impose zero per cent pay awards on a workforce already on the bare minimum wage.

Churchill's, working for its client DB Regio, has doubled its profits in the past five years and

has extracted nearly £7 million from the exploitation of essential cleaning staff on the most basic pay and conditions including no sick pay, no pensions and none of the travel concessions rights enjoyed by other NEXUS workers.

While the company is trying to enshrine poverty pay to staff who deliver vast returns to shareholders, its own highest paid director has had a salary increase of more than 18 per cent in the last five years to nearly £160,000 making a nonsense of their claims that they can't afford a decent offer to the front-line cleaning staff.

RMT general secretary Bob Crow said that members had shown their determination in the fight for workplace and pay justice which is now one of the longest running current disputes in the country.

"This battle is now seen as having national significance in the campaign against low pay and exploitation by greedy companies and RMT will



continue to ratchet up the pressure for fairness for this important group of North East transport staff as part of our national cleaners' campaign.

"I want to pay tribute to RMT members on Tyne and Wear Metro who have shown rock solid unity and courage in the industrial and community campaign to end this exploitation by a company whose Boardroom is awash with

cash and whose top bosses are raking it in at our members' expense.

"This dispute is a mirror-image of all that wrong in this country with greedy company bosses on one side and low paid cleaners providing essential public services on the other - forced to strike to protect and improve their standards of living and their working conditions," he said. ■

ARRIVA TRAINS WALES CLEANERS VOTE TO STRIKE

Cleaners working on the Churchill's contract on Arriva Trains Wales, some of the worst paid staff in the whole transport industry, have voted for strike a fight for pay and workplace justice.

In line with union policy of justice for cleaners, a pay claim for an increase in pay and improved terms and conditions was submitted to the company but was met with a total refusal by Churchill's to offer any form of pay award.

In addition, Churchill's has shown total disregard for any kind of meaningful industrial relations with this union through their failure to attend subsequent pre-arranged meetings and their cynical attempts to fund a pay award through redundancies.

RMT has made it absolutely clear any pay award will not be at the expense of members' employment.

RMT general secretary Bob Crow said that it was an attempt

by a highly-profitable company to impose poverty pay on a workforce already on the bare minimum wage and to try to bully staff into accepting job cuts in the faint hope that it might mean a few more pence on the hourly rate.

"Churchill's, working for Arriva Trains Wales with the train operators approval, has doubled its profits in the past five years and has extracted nearly £7 million from the exploitation of essential

cleaning staff on the most basic pay and conditions.

"While the company is trying to enshrine poverty pay amongst the staff who deliver vast returns for the shareholders, its own highest paid director has had a salary increase of more than 18 per cent in the last five years to nearly £160,000 making a nonsense of their claims that they can't afford a decent offer to the front-line cleaning staff," he said. ■

UK RAIL FARE RIP-OFF BREAKS HEARTS

New RMT research has found that French, Italian and Spanish lovers using high speed rail city breaks will pay 245 per cent less in rail fares than their British counterparts.

Figures also show that whilst here there has been a 20 per cent increase in cost of using high speed rail (London to Paris) in the last three years, the cost of using of publicly owned European high speed rail is falling and by up to 37 per cent in some instances.

The research found that even when couples book in advance the cost of Britain's privatised railway on Valentine's Day means it's cheaper for couples to fly instead to the Canary Islands,

Barcelona or Bilbao than to use the train for a getaway to the Lake District, Edinburgh or the West Country.

The report goes on to show that when measured by cost per kilometre, it is eight times cheaper for a couple to fly London to New York than it is to get the train to Edinburgh or the Scottish Highlands.

RMT general secretary Bob Crow called once again for the fragments of Britain's railways to be bonded back together in one publicly-owned, publicly-run service freed from the exploitation that two decades of privatisation has brought to the network. ■

EUROPEAN HIGH SPEED RAIL VALENTINE'S DAY PRICE COMPARISON

Route	Distance (km)	Single ticket (£)	Cost £/km	Percentage difference between London to Paris £/km and other journeys £/km (%)	% since 2010
London to Paris	341	130	0.38	0	+22.6
Paris to Lyon	395	59.50	0.15	153	-1.6%
Milan to Rome	476	72	0.15	153	-13.7%
Madrid to Seville	390	46	0.11	245	-37%

Source: Rail Europe (www.raileurope.co.uk).

Ticket Price was calculated on the price of a morning single journey ticket for 1 adult booked one week in advance (queried on 07/02/2013 for a journey planned for 14/02/2013). A single journey from London to Paris is 22percent more expensive than it was three years ago, and that the cost of a single fare on every other comparator route has fallen in that time.



JUBILEE LINE TUBE DRIVERS BALLOTTED OVER BULLYING AND WORKING CONDITIONS

Tube drivers on the Jubilee Line, working out of the Stratford and Greenwich depots, are being balloted for industrial action in a dispute over bullying of staff through the misuse of procedures and an appalling decline in the standard of working conditions.

In a letter to London

Underground setting out the reasons for the dispute, including the unfair and disproportionate treatment of drivers in disciplinarys, poor facilities, the removal and threatened removal of some benefits and a severe lack of support from managers for staff.

RMT general secretary Bob

Crow said that the union would not sit back and allow the wilful misuse of procedures on any part of the tube network as a means of bullying and intimidating members.

"That is exactly what is happening to drivers working out of Greenwich and Stratford on the Jubilee Line and we are demanding that the practice be

called to an immediate halt.

"Our members are also sick of the gradual decline in working conditions and facilities which have been allowed to degenerate into a disgusting state and which appears to be another petty and vindictive way of sniping at union members on the Jubilee Line," he said. ■

REMOTE CONTROL LEVEL CROSSING PLAN HALTED

RMT highlights major safety flaws to experimental remote “radar detection” level crossing programme in Shropshire

Controversial £25 million plans to remotely control three Shropshire railway level crossings from 123 miles away in Cardiff have been put on hold due to “technical problems”.

RMT had called on Network Rail to call a halt to the implementation of the new modular signalling programme which includes the remote operation of level crossings by “radar detection” from centralised rail operating centres.

Serious problems have been uncovered on the Crewe-Shrewsbury scheme, forcing the manual signal boxes to be

retained but RMT is concerned that this may only be a short-term measure.

The current reported problems include barriers on the currently staffed level crossings not being fitted with the correct detectors, which meant that if they were to be operated remotely they would not detect a car underneath.

Signals were not reverting to danger for 45 seconds when operated in the trial mode, a potentially lethal delay in the dangerous environment of a level crossing.

There were similar delays of 30 seconds with telephone contact to the remote operating

centre in trial mod with the same potentially lethal consequences.

There were also issues with the remote scanning equipment getting covered in dirt and oil and affecting detection and the system was being operated by a 12V system as opposed to 24V or 48V leading to potential increases in barrier failure due to a lack of power.

Network Rail had wanted to shut three staffed signal boxes – at Harlescott Lane in Shrewsbury, Wem and Prees – and replace them with a computerised system managed from a control centre in Cardiff.

The project had put the jobs of 35 signalling staff on the Shrewsbury to Crewe railway line at risk.

RMT had revealed that serious problems had been uncovered on the Crewe to Shrewsbury scheme, including incorrect detectors fitted to

crossings which could not detect cars underneath.

RMT general secretary Bob Crow said that the union was deeply worried at these reports.

“With all the media coverage of deaths on level crossings, and the ever present dangers in the level crossing environment, there can be no excuse for pressing on with a remotely operated system that is so clearly flawed,” he said.

Network Rail spokesman John Baker blamed problems at sites in East Anglia for the decision.

“This means that, until the technical problems can be ironed out, none of the 35 jobs of signalling staff will be lost on the Crewe to Shrewsbury route for the time being,” he added.

Mr Baker also said it was unlikely the modernisation plan would recommence until October.



CAMPAIGN FOR TRADE UNION FREEDOM LAUNCH AND RALLY

Saturday, March 23 2013

13:30 to 16:30 hours

Friend's Meeting House, Euston Road, London

The Campaign for Trade Union Freedom (TUF) is a merger between the United Campaign for Trade Union Freedom and the Liaison Committee for the Defence of Trade Unions. In the best traditions of these two

organisations, TUF will continue to fight to defend and enhance trade union rights, oppose anti-union laws and to promote collective bargaining across the world in the fight against inequality and poverty.

It is important that RMT members attend the launch and rally for trade union freedom on Saturday, March 23 in the Friends' Meeting House, 173 Euston Road, London, NW1 2BJ.

Confirmed speakers, to date, include RMT general secretary Bob Crow and CWU general secretary Billy Haye. Speakers invited include, TUC general secretary Frances O'Grady, UNITE general secretary Len McCluskey, UNISON general secretary Dave Prentis, PCS general secretary Mark Serwotka, NUT general secretary Christine Blower, ASLEF general secretary Mick Whelan, and Roger McKenzie, assistant general secretary, UNISON.



STAND UP FOR YOUR WORKPLACE RIGHTS ON MARCH 23

I am urging all RMT members to attend the rally in London to launch the Campaign for Trade Union Freedom on Saturday 23 March.

This will be a historic meeting where twenty six national trade unions will come together to launch a new concerted campaign to defend and enhance the right of trade unions to fight for you at the work place.

The meeting will also be demanding the abolition of - trade union laws which are massively biased in favour of the employers and against trade unions.

And make no mistake this is probably about the most important campaign in recent memory. Your union is there to defend your job, get you a decent pay rise and conditions of employment and make sure you are safe at work. But the very ability of your union to do this is under sustained attack from the Tory led coalition.

This onslaught includes watering down consultation rights on redundancy, attacking the right of trade union reps to have time off to represent members and forcing new employees to sell their employment rights for shares.

And the rights of workers to obtain justice is also being diluted with workers having to be employed for two years to have basic rights and the introduction of fees that have to be paid before a worker can go to an industrial tribunal.

And in the pipeline are new draconian laws aimed at curbing workers rights to take industrial action, including the banning of strikes in certain sectors such as transport, new restrictive balloting legislation and withdrawal from the European Convention on Human Rights.

All this is part of a deliberate campaign to fundamentally and permanently weaken the trade union movement.

And we must never forget that whilst Labour made some improvements in individual employment rights which are now being reversed by this

Government they did nothing to reverse the collective shackles on trade unions which Tony Blair proudly boasted were the most restrictive in Europe.

These restraints require RMT and other unions to navigate complex legal

hurdles to ballot for and take industrial action which can mean employers can go to court and stop industrial action even when members have voted overwhelmingly in favour.

The last government did nothing to change the situation where it is ok for the employers to use scab labour to break strikes but solidarity action to enable one group of workers to support others is banned.

RMT and its parliamentary group has led the way in the recent years in fighting the anti union laws. Bob Crow is the President of the new Campaign for Trade Union Freedom and your union has challenged the legislation in the UK courts and is currently pursuing a case at the European Court of Human rights which if successful could go some way in forcing the UK government to comply with International Labour rights.

And in parliament the RMT group was pivotal in pursuing the trade union freedom bill where our campaign produced the biggest ever rebellion in Parliament against the Brown government.

We know the Tories want to attack our rights and not improve them and we know that the next election will be a straight fight between the Tories and Labour and that means it is more important than ever to start pressuring Labour to support trade union Freedom.

The issue for the labour movement is not just about trade union rights in themselves but what trade union rights can deliver to wider society. All the evidence shows that strong trade unions improve standards of living, reduce poverty and inequality and provide security at work and therefore more stable and secure communities.

The campaign for trade union freedom is the campaign for a better society. Please join the campaign on March 23 and if you cannot be at the rally sign up to the campaign at <http://www.tradeunionfreedom.co.uk/>

John McDonnell

Labour MP for Hayes and Harlington and RMT Parliamentary group convenor

RAIL SKILLS CRISIS

RMT warns of skills shortage threat to high-speed and rail modernisation plans

A looming shortage of skilled staff, driven by a failure to invest in training and apprenticeships and the dash to sub out key work to agencies and contractors, will threaten the timetables for future rail projects including the High Speed proposals.

Plans to invest over £25 billion in more than 200 major rail projects during the next seven years are all at risk because the rail industry will face growing difficulty recruiting suitably qualified and experienced staff.

Projects most at risk include electrification schemes and the introduction of large fleets of new trains, including those for Thameslink, Crossrail, the Intercity Express Programme and London Overground.

A particular concern is the age profile of people working in traction and rolling stock, which shows this sector of railway engineering now has 'a particularly ageing workforce.

RMT's warning is backed by research by National Skills Academy for Railway Engineering (NSARE) for the Office of Rail Regulation.

For Signalling and Telecommunications, NSARE forecasts a need for between 1,600 and 2,000 new people in the next five years – with over 30 per cent of these people being at technician level or above.

As for Electrification and Plant, 'the significant increase in activity anticipated in the next few years will underpin the need for around 1,000 new people, which is the equivalent of almost 30 per cent of the existing workforce. Of these, some 750 will be required as a direct result of major electrification programmes'.

Traction and Rolling Stock is where the largest absolute 'gap' in terms of numbers is expected according to NSARE – raising yet again fears over the delivery of the Intercity Express, Thameslink and Crossrail projects.

RMT general secretary Bob Crow said that the reality of under-investment in training

and apprenticeships across the rail industry, combined with the dumping of core staff in favour of a casualised, agency approach, threatened the viability of rail projects of all kinds including the High Speed plans announced this week.

"The figures coming from the NSARE make a mockery of the McNulty Rail Review plans, endorsed by the government, to slash rail industry jobs in the name of cash savings.

"Britain's rail industry will be left unable to cope with the programmes being laid out for the future if the government don't row back," he said.

RMT has already raised serious concerns over the latest job loss plan at Network Rail which would reduce the frontline operations workforce of 5,600 to less than 1,500 and reduce the maintenance workforce by eight per cent or 1,250 workers, including 800 track staff, and would increase the use of external contractors.

"This is a wake-up call for the government, stop the rail job cuts and start investing in training and apprenticeships, or watch your plans collapse into chaos," he said.

The report says over 100 companies were asked to provide individual data about rail engineering staff. A total of 51 companies responded 'providing a rich data sample in excess of 44,000 people'.

NSARE explains: "From this data it was possible to extrapolate an existing railway engineering workforce of some 100,000 people, 84,500 of whom are involved in railway engineering specific activities.

"Nearly 70 per cent work in Track, almost half are semiskilled and 4.4 per cent are female".

The report adds: "Overall, the age profiles of the infrastructure workforce follow a roughly normal distribution with the exception of the T&RS profile which has a particularly aging workforce – with some 20 per cent of people over the age of 55".

Uncertainty about longer-term plans for the rail industry,



including HS2, led the NSARE to focus on skills requirements up to the end of Control Period 5 which will cover the years 2014-19, for which the Industry Strategic Business Plan was recently published.

According to NSARE, up to 2019, "the railway engineering industry will be spending some £25 billion on over 200 projects including infrastructure enhancements and renewals as well as rolling stock new build and refurbishment.

"While Network Rail accounts for the single biggest component of infrastructure spend during CP5, it is worth noting that Transport for London, Crossrail and light rail schemes contribute significant percentages, particularly in signal and telecommunications and rolling stock procurement activity," it says.

LONDON INFRASTRUCTURE

RMT called for decisive political action on Crossrail Two (the project to link North East with South West London) and the extension of the Bakerloo Line beyond Elephant and Castle and into South East London.

The union urged that the new routes are designed for the benefits of all Londoners not just the banking and commercial sector.

With transport in London running at full capacity, that should mean an end to job cuts in the sector and a recognition that staffing levels have to be maintained and increased to avoid a meltdown in services where demand outstrips supply.

Crossrail Two, running from

Wimbledon up into Essex, has been discussed since the 1970's and utilises some existing underground infrastructure on the District and Central Lines but links up new services through the centre of the capital.

Plans to extend the Bakerloo Line into poorly served areas of South East London date back even further, all the way to the 1940's, and would provide an important underground connection into an area of growing population which has been neglected by transport planners for far too long.

The union argues that it is vitally important not to delay transport infrastructure developments that would make a massive difference for millions of people.

"If we don't crack on now existing services will reach saturation point by the end of this decade with stations closed due to overcrowding and trains rammed full, at peak times we are already in that position right now on many parts of the network.

"It is equally important that big-business isn't allowed to call the shots on routes and timescales for infrastructure developments, they should be built and operated in the interests of all Londoners not just the wealthy elite," said Bob Crow.

RMT is opposed to projects being dragged down by the revival of the failed PPP/PFI scheme which set back the Underground for the years off the back of political stupidity and the drive for private profit."

END CASUALISATION ON THE TRACK

RMT calls for reversal of job cuts and all track works brought in house

Broken rails, overhead line failures and routine safety breaches are causing chaos on the rail network and members working on track maintenance and renewals believe that the root of the problem is staff cuts and the casualisation of the industry.

RMT has long-running serious concerns over corner-cutting and the drive for profit at the expense of safety.

In one recent incident reported by the union a track worker had the fingertips from three fingers cut off when a high output renewals machine went over his hand.

Other incidents raised by RMT with Network Rail and its contractors include a ballast regulator operated by a single member of staff, trollies placed on an open running line and near misses with staff walking on what they believed to be protected areas.

Increasingly, there are problems caused by a failure to consider, plan, establish and then brief out to staff a simple safe system of work (SSOW). Staff are also undertaking work for which they are not competent to carry out and workers being subjected to a culture of fear – a fear that if

they do speak out on safety they will not be given any further work.

This is leading to an underreporting of accidents and concerns over the safety implications of long hours.

RMT News spoke to a member who has witnessed all of these problems first hand.

After working 30 years as a permanent employee he has been forced into becoming an agency worker on Network Rail contracts.

"I was appalled at the chaotic nature of how the site was run with several engineering supervisors overseeing workers

from several different agencies, none of whom I had ever seen before.

"These ES's were shouting differing instructions at us and, having been told to undertake a task from one only to be told to do something else by another, we were verbally abused by the original ES for failing to complete his instructions.

"The calibre and competence of many of the agency staff on what was a simple stressing job was frightening and there was even twice the number of staff than was really needed if those on site were either competent and or interested in the job,"



said one member.

He went on to explain completely unsafe work practices but, as he explained, "you have little choice as an agency worker" and the next day he was sacked anyway.

A litany of similar incidents of chaos, danger and confusion are very common among those who work for the sub contractors, who pay workers as little £45 a day.

RMT has also been raising serious concerns about the shortage of overhead line crew and capacity on Britain's railways for a number of years now. The latest overhead line

failure at St Neots, causing chaos on rail services, came weeks after the lines came down at Radlett.

Assistant general secretary Mick Cash said that while experienced staff were being lost by job cuts or being driven out of the industry due to casualisation, poverty pay and dangerous conditions, Network Rail managers were collecting huge bonuses of 40 to 50 per cent of their pay as reward for cutting costs.

"RMT wants all cuts to staffing, maintenance and renewals reversed and all track works brought back in house

rather than subbed-out to contractors.

"The current contractor staff should be transferred over to direct Network Rail employment.

"We also want the pressure from the centre to run services at any costs lifted to enable safety-critical works to take place immediately.

"Finally, we want an end to the further cuts proposed by the government in its McNulty Rail Review before we end up with another rail tragedy on Britain's tracks with ministers paraded on our screens with blood on their hands.

"Those ministers have to take responsibility right now for the rail scandal that is unfolding on their watch," he said.

RMT general secretary Bob Crow said that the travelling public had a right to know the real impact of cost-cutting and privatisation.

"RMT members are sick and tired of the corner cutting and dash for profits which is undermining safety on the tracks," he said.

Names and company names are withheld to prevent victimisation.

END TOC 'FLEXPLORITATION'

Since winning the Greater Western franchise in April 2006 FirstGroup (FGW) has made £321 million in franchise payments and received £533 million in subsidy. That adds up to a whopping £212 million subsidy-funded profit!

With bumper taxpayers' hand-outs on this scale you might expect good employment practices and respect for workers delivering the services that keep FirstGroup shareholders' noses in the trough.

First Group's corporate mantra states: "Our people are fundamental to the success of our business and key to satisfied customers. We aspire to be the employer of choice in our business sector".

But that's not the experience of RMT members employed by Mite Facility Services, the agency FGW uses to provide turnaround cleaners for trains at Paddington station and overnight deep cleaning at Old Oak Common maintenance depot.

The majority of these workers are paid as little as £6.37 per hour; 18p above the national minimum wage, with no additional Sunday, rest day or overtime enhancements, no right to join the railway pension scheme, no statutory

sick pay, statutory minimum annual leave and no travel facilities as enjoyed by other RMT members.

What is worse than working for £6.37/hour with no job security? Try not getting paid at all! Out of 44 workers employed by Mitie at Paddington, 40 were owed wages, or had been owed wages on at least one occasion in the last year. Many were owed hundreds of hours with some members receiving no wages at all on more than one occasion.

One RMT member cleaning FGW trains received no wages in October, November, or December 2012, only to receive a mere £400 on Xmas Eve. Not even enough to pay back the loans borrowed from payday loan-sharks to avoid eviction. How's that for Xmas cheer?

His case is not a lone example. Not a single worker surveyed received payslips on time and some never received a payslip at all. Bullying and intimidation was rife. Every single member has to rely on benefits to survive, so it's a double hand-out from taxpayers for greedy First Group profiteers: once for franchise subsidies and a second time to subsidise the wage bill.

Many workers surveyed were

employed on 'zero-hours' contracts: the holy grail of 'flexploitation'.

The EU Agency Workers Directive, which seeks to normalise labour casualisation, is at the heart of a trend among employers using sub-contracting to swerve their to the workers who deliver their profits.

Unless we unite to defend workers in our industry 'flexploitation' will become the default employment model in the future, first with cleaning and security staff, then for revenue protection, gatelines and ticket offices. In theory, all non-safety critical roles at FGW and other train operating companies could be provided through labour agencies and how long before this becomes the primary employment route for the entire industry?

The spectre of outsourced and agency employment is as great a danger to transport workers now as rail privatisation was in the 1990s.

With Mitie, as with other agency labour providers, hard work by RMT reps and activists brought union recognition, but what has it delivered? At Paddington, victory after a hard fought dispute won our members a three-year pay award achieving just 18p per

hour above the minimum wage! Well done to all involved, but in reality that amount barely pays the members' union dues!

We delude ourselves if we imagine that we are fighting for low-paid workers by pursuing a policy limited to organising the workers employed by gangster agencies, rather than forcing train operators like FGW and other railway employers to bring agency workers 'in-house'.

Labour agencies are a double injustice: exposing the most vulnerable workers in the transport industry to 'flexploitation' and also undermining jobs and conditions of directly employed members!

There can be only one response, drive 'flexploitation' out of the transport industry. RMT's National Cleaners' Campaign must focus on forcing train operators, LUL and Network Rail to bring work 'in-house' and all workers currently victims of the flexploitation scam so they can benefit from railway pensions, sick pay and all the other benefits fought for and won by this union.

We need to fight for direct employment rights for agency workers before more jobs are tendered out to the gangsters running the flexploitation scam. *Name supplied.* ■



COUNCILS KEEPING THE TRANSPORT CASH?

MPs committee warns cash-strapped local authorities are diverting money for roads and buses to other projects

The House of Commons Public Accounts Committee has raised concerns that local authorities facing significant Com Dem budget cuts are spending government money they get to invest in roads, light rail and buses on other projects.

The committee found that the Department for Transport hands over £2.2 billion to fund local schemes but £1.2 billion of that is not ring-fenced and could be spent on any capital project.

It has also recommended that restrictions should be put in place to make local authorities spend the cash they earn from car parking charges on transport schemes in the area.

It raised fears that projects could be hit as the Tory-led government continues its "localism" drive to devolve more control over funding to local

authorities.

Committee chair Margaret Hodge said that the Department for Transport made a substantial contribution towards the funding of local transport services, but had no clear way of controlling how this money is used.

"The department does not have the information to assess the impact on transport services, or to make comparisons between local areas to identify councils that are underperforming.

"It is also unclear how the department would identify a failure or unacceptable deterioration in services, or when and how it would intervene," she said.

RMT general secretary Bob Crow warned that it was no wonder bus routes in many

areas of the country were teetering on the brink of financial collapse.

"It appears resources that should be invested in these lifeline services are being diverted to prop up gaps elsewhere in council budgets.

"RMT will continue to work with local communities to fight to protect bus services from extinction as the government cuts bandwagon threatens to wipe out routes which for many remain a vital public service," he said.

MPs warned that it could also stymie any projects that require co-operation across local boundaries, putting national and regional plans at risk.

"Councils also raise funds from local people through parking charges and the department should ensure that

this money is actually used for local transport, and put in place transparent mechanisms for doing so.

"We are not convinced that government has thought through the risks of devolving more control over the funding of major transport projects to a local level.

"For example, the department is confident that local bodies will naturally co-operate to fund and implement projects. We believe this confidence may well be misplaced.

"The risk is that local transport bodies, under severe financial pressure, will not take sufficiently strategic and joined-up decisions, threatening national or regional transport funding objectives," said Mrs Hodge.

YOUNG MEMBERS MEET

Young members meet in Newcastle against the backdrop of Churchill cleaners fighting to secure a living wage

Delegates to this year's annual RMT young members' conference assembled at an RMT picket outside Newcastle Central station in solidarity for the cleaners fighting for decent pay.

Opening conference chair Jayesh Patel welcomed the first speaker, Bob Potts representing the RMT North East region, who

spoke of the pride that RMT had in its young members and the strength it gains from being a fighting, campaigning union.

Executive committee member Nick Quirk came through the young members ranks himself and he spoke of the growth and progress of the conference and encouraged all delegates to

become active within their branches.

RMT president Peter Pinkney said that he had been present at the first ever such conference some years ago.

He said that the anti-union rhetoric and legislation that had been prevalent since the Thatcher era had not prevented the union from recruiting young members and the conference was testament to that fact.

Bob Crow reiterated the need for unity as the union is currently under "massive attack" within the rail industry and that members must all stand together to defeat these attacks.

He warned against the incoming changes to industrial tribunal rules that make it impossible to claim unfair dismissal unless you have been employed for two years.

This will be further compounded by the financial costs involved in bringing a claim for unfair dismissal.

However RMT intends to continue to defend its members and will pay these fees on behalf of members.

Following on from recent massive demonstrations, Bob repeated his call for a general strike as this would show the younger generation what trade unions do and why they exist.

"There is no point being in a trade union if it doesn't campaign and demonstrate," Bob said.

Delegates took part in a number of workshops on how the union works, how to write motions, how to get more young members involved, how to improve attendance at branch meetings and how to recruit young members.

International guests from the US Transport Workers Union and Industri Energi from Norway encouraged youth activism and the US delegation said that the RMT conference served as an ideal model for them to employ within their organisation.

There were lively debates on various motions including the possible utilisation of 10 per cent of surplus branch funds which could then be ring-fenced and used for delivering additional young member activities and a mentoring and shadowing programme whereby young members, would follow officials as they undertook their duties.

There was a motion proposing the production of a young members circular which could persuade regions that do not have a young members officer to fill the role. ■



EU DEMANDS RAIL PRIVATISATION ACROSS EUROPE

Unions and politicians warn further EU rail 'liberalisation' means dangerous fragmentation, private rail cartels and huge fare increases

European transport commissioner Siim Kallas has unveiled proposals for a fourth rail package designed to break-up national rail networks and hand the entire industry over to the private sector.

The proposals demand a split between rail infrastructure and operations and mandatory competitive tendering procedures for public service contracts in order to abolish national publicly-owned rail services.

The unelected commission had originally sought a full separation between the companies that own railway infrastructure and those that operate train services as has

been imposed in Britain by the Tories using EU directives (see timeline).

This approach, known as "unbundling", has allowed Germany's Deutsche Bahn, Europe's largest state-owned operator and France's SNCF to massively expand into foreign rail markets but both countries are opposed to having this EU model imposed on themselves.

DB has expanded considerably in the rail freight market, with the purchase of the freight section of the Dutch railway company NS (now DB Schenker Rail Nederland), EWS in Britain and DSB goods in Denmark amongst others.

SNCF has also expanded

through acquisitions, raising the spectre of virtual monopolies on rail freight replacing former national companies or a potential duopoly between SNCF and DB in most of Western Europe.

But Germany has long resisted attempts to break up DB supported by France's SNCF, the second-biggest operator, which has been separated from the infrastructure provider.

However, last year the new French government has indicated that it could reverse the split.

Following pressure from Berlin and Paris, Kallas has compromised by only demanding that remaining

vertically integrated operators install internal firewalls to prevent the infrastructure manager from cross-subsidising train operations.

The commission has also inserted a so-called "retaliation clause" to allow other member states to bar other national operators from competing for service in their markets, if the vertically integrated operator had not erected internal barriers to the commission's satisfaction.

As a result last month Germany allowed the UK rail company National Express, which was stripped of the East Coast mainline in 2009, to capture two 15-year regional rail contracts from DB that



PROTEST: RMT joins a mass demonstration in Paris in 2008 against EU demands for privatisation

cover the cities of Cologne and Bonn.

The deal is a rare reversal of the trend that has seen DB's Arriva division run services in Wales, as well as Chiltern Railways and CrossCountry.

RMT general secretary Bob Crow said that the EU had been promoting this blatantly business-friendly structure for rail for decades with various waves of legislation such as EU directive 91/440.

"This model of forcing competition into rail has created the basket case we suffer in Britain today and now they want to roll it out across Europe in the interests of profits for private monopolies.

"You don't have to be Hercule Poirot to work out that the chaos of rail privatisation that has ripped through Britain will now sweep across the continent courtesy of the bosses and bankers that run the EU," he said.

Dutch Socialist Party MEP Dennis de Jong warned that under the proposals the whole of the Dutch rail network would have to be put out to tender in 2019.

"Liberalisation has made train travel dearer and undermined supervision, while problems with tendering have even put passenger safety in jeopardy, as the Prorail report shows," he said.

Prorail, which maintains Dutch rail infrastructure, was the subject of numerous criticisms in a report the publication of which was delayed for months by the government.

He said that the EU wants to open the entire rail sector to commercial operators.

"The Commission's plans derive directly from the 1990s, with what we know now we can see that these proposals are completely outdated," he said.

The European Transport Workers' Federation (ETF) denounced the introduction of compulsory competitive tendering for all rail public passenger transport services and so-called open access competition demanded by the



PRIVATISATION: European Union transport commissioner Siim Kallas unveils 4th rail package to hand the industry over to the private sector

package.

"The European Commission confirms once more its ideological approach: a yes to market opening but no to the protection of workers' social conditions," said ETF railway section president Guy Greivelding.

Many unions argue that "unbundling" ignores the unavoidable link that exists between rail and track which allows integrated companies to deliver better punctuality, communication and passenger service.

Democratically accountable public companies can also deliver long-term-term investments, innovation and promote development of infrastructure and rolling stock at the same time.

However a commission official dismissed all criticism of the EU business model for rail.

"In the early days, a lot of things were done wrong, but that's all in the past now," he said.

Unions are planning campaigns over the coming months across Europe to stop the neo-liberal proposals being rubber-stamped by member states and the consultative European parliament.



EU transport privatisation timeline

1957 The newly-founded European Commission establishes plan for a common transport market run on the basis of "free competition" and the "principles of the market economy" as written into the Treaty of Rome.

1965 The Council of Ministers proposes a common strategy to "ensure the gradual implementation of the principles of the market economy" in transport.

1972 With the accession of island states Britain and Ireland, the Commission brings sea transport into the common strategy to operate on the "principles of the market economy".

1983 European Round Table of Industrialists (ERT) lobby group founded made up of Europe's largest corporations www.ert.be, draws up plans for Trans-European Transport Networks (TENs), strategic transport corridors complete with privatised railways and toll roads.

1986 Single European Act includes plans for an internal EU market and the Commission presents TENs as the physical backbone of the internal market.

1991 Rail directive 91/440/EEC introduced on July 29 1991, encouraging member states to separate train operations and rail infrastructure to prevent cross subsidies, open access for international undertakings and the introduction of track access charges.

1993 Tory government privatises British Rail along the lines of directive 91/440/EEC. The Railways Regulation 1992 was introduced under Section 2(2) of the European Communities Act 1972 in order to comply with the directive.

2001 First Railway Package launched to 'liberalise' international rail freight across the EU, implemented in Britain in November 2005

2004 Second Railway Package accelerates rail 'liberalisation' by demanding open access for all types of rail freight services by 2006 and establishes a European Railway Agency to oversee implementation of EU directives

2007 Third Railway Package demands 'liberalisation' of all international passenger rail services requiring open access in all EU member states by January 1 2010.

2009 Lisbon Treaty enacted removing the national veto in over 60 new areas including transport, transferring decisions to Qualified Majority Voting (QMV) allowing member states to be outvoted.

2012 EU transport ministers approves the recast of the First Railway Package to establish a single 'liberalised' European railway area

2013 European Commission publishes a Fourth Railway Package which requires the compulsory competitive tendering of domestic passenger train operations and rail services and a formal split between infrastructure and operations.



RMT member and long-standing safety campaigner Barry West talks to *RMT News* about the importance of road safety and saving lives

RMT member Barry West has been a health and safety rep for over 30 years in his native Cornwall and around the country and he is well known in the industry for his determination and tenacity.

Over the years he has campaigned tirelessly on improving road driver safety and for that of passengers and other road users.

Part of this campaign was to demand for many years that Network Rail provide passenger air bag in the vehicles supplied to employees.

This paid off recently when RMT health and safety rep Steve Wallace based in Fort William wrote to Barry to thank him for

his efforts as it had saved the life of a colleague.

"I believe that because of previous deliberations by you at a recent road traffic accident inquiry, recommending air bags be fitted on the passenger side, prevented any injury being inflicted on our colleague.

"As I work with the individual in the Fort William Ultrasonic Team I would like to offer you our thanks," wrote Steve.

Other areas covered by Barry include the safe selection of vehicles, making vehicles more visible to others, safe loading and securing of loads on vehicles, safe carriage of fuels and other chemicals, driver



fatigue and managing occupational road risk.

"Driver training and improved vehicles that have incorporated safety features to protect occupants and third parties are just some of the things that will help ensure our members return home safely to their families and friends," Barry tells *RMT News* in his familiar Cornish brogue.

He points out that Network Rail vehicles alone are involved in around 750 third party accidents every year costing typically around £4.5 million per annum.

Barry says that driving is the most dangerous work activity that most people do and

research indicates that about 20 people are killed and 250 seriously injured every week in crashes involving someone who was driving, riding or otherwise using the road for work purposes.

HSE guidelines *Driving at Work*, state that "health and safety law applies to on-the-road work activities as to all work activities and the risks should be effectively managed within a health and safety system".

Therefore, employers must assess the risks involved in their staff's use of the road for work and put in place all 'reasonably practicable' measures to manage those risks. Such measures will

more than pay for themselves by reducing the organisation's accident costs, many of which will be uninsured costs.

Barry insists that the three of the biggest risks to drivers are inappropriate speed, driver fatigue and driver distractions.

"People who drive too fast cause, or contribute to, over 70,000 speed-related road crashes each year and this kills around 1,100 people and seriously injures over 12,000.

"Driver tiredness is one of the biggest killers on our roads and about 300 deaths per year are caused by drivers falling asleep at the wheel," he says.

Barry has done work around the phenomenon of sleep apnoea, a sleep disorder which can lead to extreme tiredness and he has advice for anyone that suspects it is affecting them.

"Talk to your manager immediately and ask for an appointment with your GP.

"If you have experienced sleepiness while driving, do not

drive until these discussions have taken place and a proper course of action has been agreed," he says.

On driver distraction Barry warns that any attempt at multitasking increases the risk of crashing and research has found driver inattention within three seconds of crashes was the leading contributory factor in nearly eight out of 10 of crashes and 65 per cent of near misses studied.

"One of the biggest risks is the use of mobile phones whether for taking and receiving calls or for texting, the risks are simply too high my advice is not to use mobile phones under any circumstances when driving," he says.

Barry has faced an uphill struggle over the years to get employers to take action over the issue of driver safety.

"The early years were the hardest as employers did not know what safety reps rights were, the employers at that time were often obstructive and it

was very difficult to get time to carry out inspections, attend meetings or to get paid.

"Today it is much easier, employers largely know and understand the role of the rep, they understand the rights that the reps have to undertake inspections and attend meetings.

"Reps still I know in some places are still having an uphill battle to secure even the most basic of things, but we must not let that deter us.

"Over the years it has become very evident safety reps play a vital role in securing workplace safety improvements, and it is only through our constant pressure and the raising awareness of issues we can effect change.

"Often safety reps put in reports and nothing changes, or the improvements take a long time to happen but because nothing is done immediately does not mean we are not being effective.

"The report that you wrote, the photo you took and kept a

copy of may turn out to be crucial in the event of an unfortunate accident.

"Employers may well feel undermined or threatened by trade union safety reps raising safety concerns but the ones who are serious about safety will listen and work with you.

"Over the time I have worked in the rail industry there have been many struggles, and many obstacles to overcome, but overall I feel I have made a difference and seen the difference other reps have made and you can too," he says.

If you are interested in becoming a trade union safety rep and thinking about becoming one then contact your branch secretary or lead union safety representative.

If you are a trade union safety representative and have not undertaken safety reps course, think about doing it.

"That is how I started and, looking back, it was one of the best decisions I ever made," says Barry. ■

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THEIR SPIRIT MUST LIVE ON

*British anti-tank battery
in Spain in 1937.*



As we bid farewell to the last of the legendary International Brigades, their values of anti-fascism and international solidarity must be kept alive to inspire future generations, writes International Brigade Memorial Trust secretary Jim Jump

This year is the 75th anniversary of the Battle of the Ebro, the last great battle of the Spanish Civil War – and one that some historians have called the first battle of the Second World War.

Pitched into the front line during the first two months of combat from July 1938 was the British Battalion of the International Brigades. More than 90 volunteers from Britain were killed in that epic battle.

The Second World War had yet to be declared. But anti-fascists from around the world – 2,500 had come from the British Isles – were already fighting troops and warplanes sent by Hitler and Mussolini to help General Franco's 1936 army coup against Spain's elected government.

Only one of these remarkable British volunteers is still known to be alive. He is a former merchant seaman who jumped ship to join the anti-fascist fight

in Spain. His name is Stan Hilton and he lives in Australia, having emigrated there in the 1960s.

Sadly last year saw the death of the last three volunteers in Britain: Thomas Watters, who was working as a bus-driver in Glasgow when he decided to go to Spain, Lou Kenton, a Fleet Street print worker, and David Lomon, a Manchester-born garment worker. Their passing marks the close of a proud chapter in British working-class history – but definitely not the end of the story.

Just as we remember the Tolpuddle Martyrs, the Chartists and suffragettes, so we must also preserve the legacy and values of those who joined the International Brigades.

Why? Because they were the first Britons to confront the rise of modern fascism, which, though its hateful creed mutates with each generation (first they hated Jews, later

Commonwealth immigrants, now Muslims), is sadly still with us and still has the potential to divide and weaken the working class.

The International Brigades also embodied the principle of international solidarity – a cornerstone of the trade union movement.

And the volunteers from Britain were the vanguard of a generation that went on to defeat fascism in the Second World War. Then they returned home to build a fairer society, in the shape of the postwar welfare state, the NHS and our great public services and enterprises – everything that we hold dear in the labour movement.

Who were these men and women willing to die for a cause in a foreign land? For the most part they were young trade unionists and political activists, part of a generation scarred by the poverty, joblessness and social injustice of the Great Depression of the 1930s. Many had helped organise hunger marches to London; others had fought Britain's fascists, the Blackshirts, on the streets of our

major cities; and all of them had watched in horror as the jackboot of global fascism and militarism invaded countries, trampled over democracies, persecuted minorities and crushed workers' rights.

In Spain, which had a progressive Popular Front government, they saw their chance to fight back.

And fight back they did. Alongside the hastily reconstituted army of the Spanish Republic, the international volunteers checked fascism's seemingly relentless advance for nearly three years. The remains of 527 Britons lie in the olive groves, vineyards and pine-clad hillsides of Cordoba, Jarama, Brunete, Teruel, Belchite and the Ebro.

The war was eventually lost. Spain was to live through four dark decades of brutal dictatorship.

And the Second World War, which the volunteers had warned would be inevitable unless fascism was stopped in Spain, began in September 1939, just five months after Franco's army marched into



"No pasarán" ("They shall not pass") was the cry of anti-fascists in Spain.

International Brigade Memorial Trust

Madrid.

Nor should we forget that the volunteers from Britain had to defy a hostile government at home as well as a fascist enemy abroad.

They were threatened with prosecution for enlisting in a foreign army; they were spied on by MI5 and blacklisted; and they were vilified as hopeless romantics and communist stooges.

The British political establishment was at the time

pursuing a policy of "appeasement". This meant giving Hitler and Mussolini what they wanted in Europe in the hope that the British Empire would be spared and the dictators would turn their firepower on the communist Soviet Union.

It also meant lying – not of course for the first or last time when it comes to foreign wars. The Conservative-led government made out that "non-intervention" in Spain was designed to prevent Britain's involvement in another European war. In fact we now know that the cynical objective was to secure Franco's victory.

So as the last old soldiers of the International Brigades finally fade away, let us resolve to keep alive their unique story. The International Brigade Memorial Trust looks after memorials to them (there are more than 100 of them throughout Britain and Ireland); we organise commemorative, cultural and educational activities; we preserve archives and help students and researchers; we publish magazines, books – and even a CD by Billy Bragg and Maxine Peake.

The IBMT's aim is to inspire new generations as they too have to confront fascists, militarism and mendacious governments. ■

To find out more, visit www.international-brigades.org.uk or contact secretary@international-brigades.org.uk



The British Battalion banner is on display at the Marx Memorial Library in London.

SIGNALLING PROGRESS



A well-attended Signalling and Operations grades conference welcomes industrial victories at West Hampstead and Stirling

The annual Signalling and Operations grades conference meeting in Western Super Mare welcomed the solidarity and determination of the signallers in Stirling in their fight to defend rostering rights and agreements.

Opening the conference, conference president Tim Breed also paid tribute to the signallers in the West Hampstead box who had struck and successfully fought off plans to reduce shift signaller manager (SSM) cover.

But Tim, an SSM himself, warned that SSM's remained under threat even though the Cullen Report into the Ladbroke Grove crash had specifically pointed out that the job was essential to the safe operation of the railways.

The weekend's agenda was also dominated by the introduction of the Rail Operating Centres (ROC's), with

their knock on impact on staff numbers and working conditions.

"The ROC's represent a threat to the entire signalling grade and throw down a massive challenge to all of us, the message from this conference is clear, no technological change without reward and protection of signalling staff," said Tim.

General secretary Bob Crow picked up the technology theme in his address.

"Never underestimate just what might be coming next, with satellite operated systems who is to say that control couldn't be outsourced to India and run from the same kind of massive centres that run on-line banking?

2It's not far-fetched, it's a genuine scenario and we would be fools to ignore it.

"People criticise the Luddites but they weren't opposed to technology or change, they were

opposed to people losing their jobs and those left behind being expected to do more for less.

"Advances in technology should benefit us all, not just the bosses, and that should mean shorter working weeks, more holidays and earlier retirement for all," he said.

RMT president Peter Pinkney, a signaller himself, received a warm welcome to the rostrum.

"Recently I was at Tebay for the ninth anniversary event marking the totally preventable deaths of four of our colleagues.

"Tebay stands out as the marker of just what happens when cuts and profit are the guiding principles on our railways," he said.

Turning to the ROC's issue, Peter cited examples from international research.

"I went to Australia to see the impact of their centralisation projects – signallers sacked, boxes closed and giant centres controlled by administrators and managers, that's the potential outcome for us if we don't stand together and fight now," he said.

Phil Boorman, Ashford No 1 and national lay council rep,

drew attention to the modular signalling systems being introduced as part of the ROC programme and specifically the radar detection level crossing operation introduced in Ely/Thetford/Norwich and being trialled on the Shrewsbury/Crewe route and the raft of safety issues identified by union reps.

As a result of concerns raised in the media and internally by RMT the Shrewsbury/Crewe project, which would see level crossing in Shropshire controlled from Cardiff more than 120 miles away, had been held back.

Boxes will remain open but RMT is in no doubt that NR see that as only a short term measure and the union will need to keep the pressure on to avoid the rolling out of a centralised level crossing control system that is so clearly flawed.

Phil was followed by Doug Hill, Stirling who took the conference through the history of the Stirling signallers dispute, emphasising the importance for all signallers to take a determined stance in defence of rostering agreements and the

right to a decent work/life balance.

The end result is that after many long months of struggle, and a whole series of days of strike action stretching back into last year, the management had at last agreed to trial the 12-hour rosters that the staff had been calling for in the first place.

Conference joined in the ringing tribute to the solidarity and courage of the Stirling comrades.

AJ Yates, South London Rail and safety project co-ordinator, stressed the importance of information from the front line being fed back into the centre that can be used in national discussions and negotiations, a point made by the other national reps throughout the conference.

AJ pointed out that on the day of the ninth anniversary of Tebay there had been a near-miss in Sussex, reinforcing the point that the dangers on the railways remain.

Garry Abbot, Bristol led a major debate took place on the campaign for a 32-hour week.

He said that the only resistance to the measure came from the accountants.

"However we must put the case to use the opportunity presented by the introduction of new technology to reduce stress and fatigue on safety critical staff," he said.

Mark Bellenie, North Staffs successfully moved a motion calling for a working party to look at the campaign to protect and improve working conditions as the Rail Operating Centres development is rolled out.

This year's signallers and operations conference developed a fighting agenda and an agreed work programme that will take the union through the challenging year that everyone knows lies ahead.

Around 60 delegates attended conference this year and they were joined by a significant number of retired members and visitors, reflecting a growing interest in the annual event. ■

President's column



REMEMBER TEBAY

I went to Tebay on February 15, the ninth anniversary of the death of four of our members, Colin Buckley, Darren Burgess, Chris Waters, and Gary Tindall, to lay a wreath, on behalf of the union. Accompanying me were Mick Cash, Craig Johnston, Andy Warnock Smith, Kevin Morrison, and Tim Butler. We were there to pay tribute to four men who went to work to do a turn of duty and never returned. They never returned due to the endless pursuit of profit and the cutting of corners to save money. I would like to thank all the members up there, especially Steve Metcalf and Tom Angus, for their tireless work in keeping this issue alive and their continuing efforts to prevent this tragedy happening again.

I have been out and about quite a lot in the last few weeks visiting regional councils and branches, and I have been made aware of a lot of issues of concern for our members.

One of the first branches I visited was South Devon Bus and I was well looked after by the two Daves, Pete and Paul. The branch meeting was well attended although they thought 25 members was a low turnout! I know a lot of branches would be very pleased at that level of attendance.

It was their annual general meeting and it was interesting to see how the branch functioned. I must say it was very professionally done and in a very friendly manner. They are a united branch and, even though there were all bus workers, they took an interest in issues affecting other grades of transport worker.

Another branch I visited was Hull Rail, accompanied by local executive committee member Sean McGowan. This was also well attended and very different to South Devon.

The burning issue in Hull is the uncertain future of signallers working for Network Rail. There

are genuine fears, but I think we can assure members that the entire leadership of the union would fight to keep the PTR&R and any redundancies would be dealt with under this agreement. The PTR&R is one of the great achievements of this union and we will not give it up without a fight.

I also went to Wigan branch with the general secretary and Daren Ireland, EC member for the North West. Bob presented Bill Rigby with a 40-year badge, an achievement which will become more difficult as we face increasing job losses in the industry.

The main purpose of the meeting was to discuss the current problems and possible industrial action regarding Northern Rail. Regional organiser for the North East Micky Thompson addressed the meeting and outlined the problems which include lack of promotional opportunities for guards becoming drivers, and the increasing number of agency workers being recruited.

We are not opposed to the agency workers themselves but are concerned that they are being used as cheap labour. Our answer is to have all agency workers taken in house and have them put on the same terms and conditions as the Northern staff. This is something we aspire to right across all the industries we represent.

Other meetings I have attended include the North East regional council, the South East regional council, Stratford No 1 branch and Crewe branch. All these were very well attended, an encouraging sign for the future. They have all given me a warm welcome and all question and answer sessions were conducted in a friendly and professional manner. If all branches are run in this way, the union will be in good hands.

Peter Pinkney



MERCHANT NAVY FUND LAUNCHED



MERCHANT FUND: left to right Steve Todd, Bob Crow, Merchant Navy Welfare Board Chief Executive Captain Parsons, Commodore Barry Bryant Director General seafarers UK and Captain Ian McNaught Deputy Master Trinity House.

RMT general secretary Bob Crow and National secretary Steve Todd attended the launch of the Merchant Navy Fund at Trinity House in London recently.

The new fund is devoted to looking after UK Merchant Navy seafarers and their families. Developed as a collaborative initiative between the Merchant Navy Welfare Fund and Seafarers UK – formerly the King George's Fund for Sailors – the

fund aims to boost funding for projects providing care and support for UK merchant seafarers and their families.

For shippers a leaflet about the fund has been inserted into this magazine.

Steve Todd said that the union fully supported the fund as many older ratings had never had the opportunity to join a pension fund and in any case most had only been able to be contributors for a very short

time.

“In more recent times large numbers of ratings, many with young families, had been made redundant, with little prospect of any work.

“As a result there is widespread poverty among the ex-ratings community, which is likely to worsen considerably as the impact of government and local government cutbacks began to take effect,” he said. ■

120 NOT OUT

National secretary Steve Todd, industrial relations department manager Kevin Carey and membership department manager Peter Waters recently celebrated 40 years involvement each in the union.

Peter and Kevin both began working for the NUR in October 1972 while Steve joined the National Union of Seamen while working as a deck boy.

Steve became full time official 1988 based in Aberdeen as the shipping and offshore organiser for seven years before moving to Glasgow as regional organiser then becoming RMT national secretary in London, 10 years ago.

Peter has worked in finance, secretarial department, industrial



relations), assistant private secretary for 12 months before he transferred to the organisation department. He became manager of the membership department in 2002 and manager for an 18-month project to introduce new membership system.

Kevin also worked in most departments before joining

industrial relations in 1981, working his way up to the manager's seat. At 57 Kevin says he had always enjoyed working in IR the most as it was the most interesting and important part of the union's work, “but I would say that wouldn't I?” he says with a smile. ■

STRIKE A LIGHT!

The Matchwomen's Festival on July 6 at the Bishopsgate Institute will celebrate the 125th anniversary of a strike by East End match workers

The Matchwomen's Festival on July 6 at the Bishopsgate Institute, London will be the first of its kind, celebrating the 125th anniversary of a strike by East End matchwomen.

There will be speakers, children's events and workshops during the day, and comedians, poets and bands until late.

In the East End of 1888, trouble was brewing. Bryant & May matches were a powerful global player with friends and shareholders in high places.

But employees at its Bow factory were literally starving, and at risk of contracting 'phossy jaw', the grisly industrial disease which could lead to disfigurement and agonising death.

Still, being mostly female, of Irish heritage and very poor, the matchworkers were supposed to be grateful for the work and 'know their place'. Thankfully, they didn't.

One July day 125 years ago, they were pushed too far.

When one girl was unfairly sacked, 1,400 workers downed tools and followed her out of the factory gates.

After a bitter two-week battle which saw the East End in uproar and questions in Parliament, the women won better pay and conditions, and the right to form the largest union of women and girls in the country.

This was the start of the modern union movement we know today: but historians have over-looked it, until now. On July 6 2013 the first annual Matchwomen's festival will be held at the Bishopsgate Institute and all will be welcome.

Speakers and performers include descendants of the match workers, TUC general secretary Frances O'Grady and Tony Benn, poets Michael Rosen and John Hegley, the Ruby Kid and Steve White and the Protest Family.

Make a matchwoman's hat, and try your hand at matchbox making against the clock.

All this plus Wiis, stalls, and food and drink- admission FREE. ■

DONATE AT www.matchwomensfestival.com/
email: matchwomen1888@gmail.com
Facebook: [facebook.com/Matchwomen](https://www.facebook.com/Matchwomen)
Twitter: [@matchwomen1888](https://twitter.com/matchwomen1888)



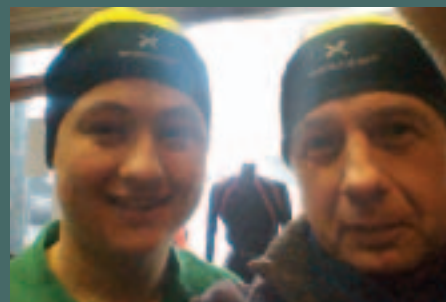
CHARITY MARATHON PAIR

RMT member Dave Rayfield and his son Billy are running this year's London marathon on April 21 to raise money for Farleigh Hospice in memory of Dave's mother who died last year.

"We're aiming to raise the £8,000 required to run the hospice for a day and any sponsorship will be gratefully received.

Dave works as a driver on London Underground and Billy is currently studying politics at Trent University in Nottingham and is already campaigning for workers' rights and the re-nationalisation of public utilities especially our railways.

Please use the link below to make donations : <http://www.justgiving.com/David-Rayfield1>



RMT STANDS UP FOR ITS MEMBERS

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

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

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

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



PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS





LEGAL

HEAVY LIFTING AT WORK

Andrew Hutson of Thompsons Solicitors explains the regulations designed to protect employees from injuries caused by heavy lifting at work

More than a third of work-related accidents and injuries reported to the Health and Safety Executive are caused by manual handling – lifting, carrying, lowering, pushing and pulling.

A number of regulations exist to protect employees from manual handling injuries such as back, shoulder and neck injuries. They include the Manual Handling Operations Regulations 1992, which set out what employers must do to reduce the risk of injury, and the Lifting Operations and Lifting Equipment Regulations (LOLER) 1998 which ensure that lifting equipment is safe and safely used.

In just about every working environment there will be a risk of injury from manual handling. It is not only a risk for workers in manual jobs and heavy industries. However, many RMT are members expected to carry out regular lifting operations, including heavy lifting, and so are at particular risk.

Employers and employees both have responsibilities under the manual handling operations regulations. Employers have a duty to:

- Review working practices and eliminate any manual handling which is not absolutely necessary.
- Carry out a risk assessment of all of the manual handling which cannot be eliminated and which may cause an injury.
- Try to reduce the risk of injury from all essential manual handling as much as possible.

Employees have a general duty to co-operate with their employer on health and safety matters, to follow guidelines provided and to ensure they use safety equipment provided and do not put others at risk. But they are also expected to tell their employer if they consider manual handling practices to be dangerous.

The LOLER provisions encompass a wide definition of lifting equipment, ranging from heavy industrial equipment to the patient lift on a hospital ward.

Lifting equipment is also subject to the requirements of the Provision and Use of Work Equipment Regulations 1998 (PUWER). The LOLER regulations require that lifting equipment provided for use at work is:

- Strong and stable enough for the particular use and marked to indicate safe working loads.
- Positioned and installed to minimise any risks.
- Used safely, ie the work is planned, organised and performed by competent people.
- Subject to ongoing thorough examination and, where appropriate, inspection by competent people.

Employers are subject to duties under the regulations in respect of any lifting equipment provided for use by employees and by third parties (though not members of the public). The obligations also apply to anyone else who has control over the lifting equipment such as someone who uses, supervises or manages the use of lifting equipment.

Equipment provided by employees is also covered by LOLER.

The regulations state that before lifting equipment (including accessories) is used for the first time, it is thoroughly examined. Equipment and accessories used for lifting people must also be examined at least every six months. Other lifting equipment must be examined at least annually or at intervals laid down in an examination scheme drawn up by a competent person. All examination work should be performed by a competent person, who must submit a report to their employer to take the appropriate action.



Equipment must be of “adequate strength” – that is adequacy not just in respect of the statutory safe working load (which must be marked on the equipment), but the actual load the equipment is expected to bear. There is also a mandatory duty on employers to ensure that equipment prevents users falling out or being crushed or struck.

And they must ensure that the lifting operation is planned by a competent person, is supervised and safely carried out.

Currently this is a strict liability, so if an injury results because of the failure to plan or supervise, that in itself is proof that the operation was not carried out safely. This means that in a claim for compensation, the employer cannot deny liability for the employee's accident.

However, the government's efforts to remove strict liability from health and safety regulations may change that using an amendment in the Enterprise and Regulatory Reform Bill currently going through Parliament (see February RMT News) will, if successful, mean that injured workers will always have to prove that the accident was foreseeable and could have been prevented by the employer. ■



A NEW YEAR RAILWAY CHILDREN CHALLENGE

If you've set yourself the goal of taking part in a physical challenge this year and you need inspiration, children's charity Railway Children might just have the answer.

The charity that fights for children living on the streets in the UK, India and East Africa has an extensive programme of challenges that will keep you motivated, help you get fit and make a flying start to the year. You'll also be making a huge difference to children with nowhere to go and no one to turn to.

Railway Children's events manager Katie Mason said that Railway Children has fundraising events to suit

everyone from their popular Three Peaks Challenge by Rail to cycling trips and charity runs.

"The charity provides help with training schedules and support with fundraising," she said.

A new event in 2013 is London Ride 100, a 100-mile bike ride in London, the first direct sporting legacy from the Olympics.

Railway Children enables children living on the streets to access places of safety, engage with education and return to their families, where possible. ■

For a full programme of events visit www.railwaychildren.org.uk/events, call 01270 757 596 or email events@railwaychildren.org.uk



FLYING ANGEL RIDE
28 APRIL 2013

GET ON YOUR BIKE
for the Mission to Seafarers

The Flying Angel Ride returns to the New Forest on 28 April.

Join shipping industry peers and NHS supporters as we cycle either 35 or 75 mile routes.

Registration is £25 and all funds raised go towards our global work as the world's largest provider of port-based welfare services.

To sign up, call Katherine Wylie on 020 7246 2939 or email Katherine.Wylie@missiontoseafarers.org



Registered charity number 211003

Letters...

DAILY MIRROR PRAISE

Dear Daily Mirror editor,

May I congratulate you publishing damning reports by Mark Ellis exposing the current state of track maintenance and the risks it poses to the general public.

Having been a track charginer in charge of maintenance gangs on the Western region between Didcot and Swindon for 36 years, I saw many changes of practice. The biggest error of all was rail privatisation which led to massive redundancies of an experienced workforce. This led to a decline in track examination and maintenance.

The pictures published by the Daily Mirror appears to me to be a rail failure known as 'flash but weld' on long welded track. These type of welds used to be done at the rail rolling mills before being transported on site. The break that you reported should have caused a 'track failure' to protect approaching traffic.

In my days of track maintenance these type of faults were found by ultrasonic

devices either on a special train or by hand held 'ultrasonic rail flaw detectors'. This was carried out at set intervals over the entire district of each civil engineer and covered all main lines.

If any fault was found it was immediately reported to the section supervisor or track charginer who would carry out a visual examination and an 'emergency occupation' of the track would be arranged to remove the effect. This was because any expansion or contraction could cause a rapid deterioration in the stability of the track. To try and repair a severe rail crack without that procedure was never attempted to my knowledge.

This brings me to the Hatfield disaster which, in my opinion, was caused by a broken weld and I believe the enquiry into the crash was a whitewash.

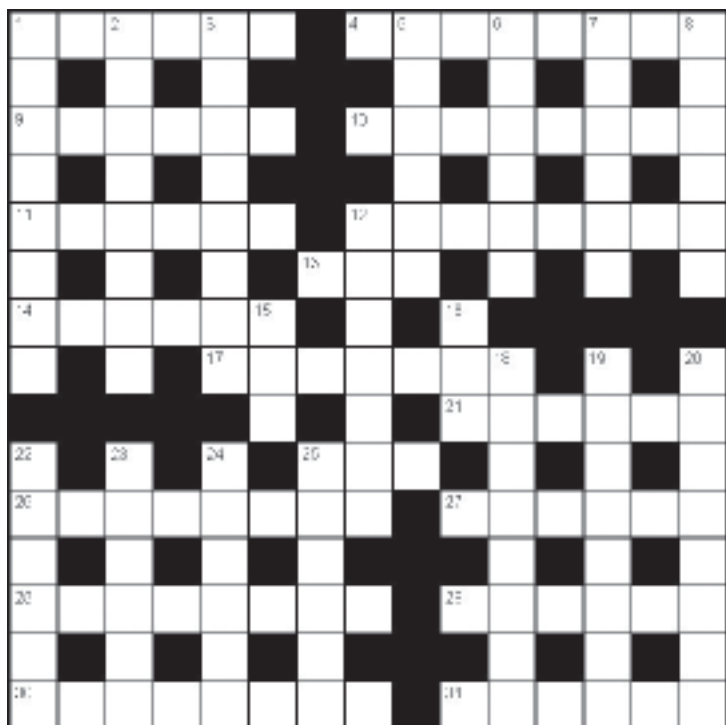
Thanks again for bringing your report Track and Ruin to the notice of the public.

Retired RMT member B. Tilling



£50 PRIZE CROSSWORD

No. 83. Set by Elk



No. 82 solution...



The winner of prize crossword no. 82 is Mr A Jakeman, Weston-Super-Mare.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by March 25 with your name and address.

Winner and solution in next issue.

ACROSS

- 1 First World War term for Germans (6)
- 4 First World War flying ace (3,5)
- 9 Responsible by law (6)
- 10 Range separating Lancashire and Yorkshire (8)
- 11 Painter/performer (6)
- 12 Capital of Serbia (8)
- 13 To make an error (3)
- 14 Mushroom (3,3)
- 17 Hindu heaven (7)
- 21 Texan border town (2,4)
- 25 Ironical (3)
- 26 Delivered bomb over Hiroshima (5,3)
- 27 Free (6)
- 28 Optimistic (8)
- 29 Allocate (6)
- 30 Herb (8)
- 31 Clam from Southend (6)

DOWN

- 1 Balkan country (8)
- 2 Nazi insignia (8)
- 3 One who steers a ship (8)
- 5 Capital of Devon (6).
- 6 Harmless (6).
- 7 Air strip (6).
- 8 Egyptian revolutionary leader (6).
- 12 Courage (7)
- 15 Seed (3)
- 16 Single (3).
- 18 Outside (2,6)
- 19 Three goals (3,5)
- 20 Absurd (8)
- 22 Erupting spring (6)
- 23 Imperial weight (6)
- 24 Empty space (6)
- 25 German composer (6)

RMT CHRISTMAS CLUB

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

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

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

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

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

money.

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

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

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

If you want to open a Christmas Club account and are already a credit union member simply complete the form below. If you are not already a credit union member you will have to complete the form below and the credit union membership application opposite.

Completed forms should be returned to our freepost address.

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

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

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

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

Cut here

RMT CHRISTMAS CLUB APPLICATION

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

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

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

DECLARATION

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

Your Signature		Date			/		/				
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RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

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

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

3 Your Employment.

Employer		RMT Branch	
Job Description			

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

5 Membership Status

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

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

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

8 **Next of Kin**

Address

.....
.....

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

Your signature

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.

I agree to my identity being checked electronically ☐

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



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

FOR RMT CREDIT UNION LTD OFFICIAL USE ONLY

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

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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



NOW, MORE THAN EVER DON'T BE ON YOUR OWN!



Join RMT—the union that will
stand up for your legal rights



Massive changes to Employment Tribunals could leave you with a **£1,200** bill just to get through the door, and the threat of **£20,000** costs if the case goes against you

But if RMT runs your case the union will pick up the tab

Not in RMT? Join today on 0800 376 3706 or at www.rmt.org.uk