

RMT

Essential reading for today's transport worker

news

NEW RATINGS!



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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	Annual Basic Salary
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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
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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

Branch Sort Code

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

Originator's Identification Number

9	7	1	7	4	5
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Reference Number

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Your National Insurance Number

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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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EDITORIAL



DEFEND THE GUARD

The House of Commons Transport Select Committee has singled out the woeful experience of passengers on Southern Railway in a damning report on rail franchising.

Its evidence was dominated by the problems faced by Govia Thameslink Railway, operators of Southern Railway: poor management from the beginning, inadequate staffing, rolling stock issues, mismanagement and prolonged industrial strife.

The report considers whether GTR is now in default of its contractual obligations. The proportion of services cancelled on GTR's network is now substantially in excess of the default level. In normal circumstances, this would be grounds for termination of the contract.

On top of this GTR is determined to remove guards and introduce Driver-Only Operation on Southern in the teeth of opposition from RMT and the public in general including Helen Mitchell a survivor of the Paddington train crash 17 years ago this month.

Only in the last two months guards on trains in the North West and at Watford protected the train and evacuated passengers to safety following incidents that incapacitated the driver.

In contrast to GTR's belligerent attitude Scotrail has seen sense and guaranteed the retention of a safety-critical guard on current Scotrail services.

Make no mistake this is a major victory in the fight to stop the compromising of rail safety through the extension of DOO.

There is only one reason for removing the guard, to increase profits. This is at a time when the Office of Rail

and Road's (ORR) revealed that government subsidies to the rail industry totalled £4.8 billion, while privateers continue to reap huge profits.

Incredibly, the ORR has highlighted that this is double the subsidy level recorded 30 years ago in real terms.

Since privatisation our railways have become a corporate welfare racket for the private sector, when working people are subsidising the operation to the tune of nearly £5 billion a year.

It is also a public scandal that German-owned Arriva has been handed the Cross Country direct contract on a plate without UK state-owned Directly Operated Railways even being considered to run this service.

DOR has a proven track record of running services for less money and with any profits being pumped directly back into the UK railway system.

On a brighter note, following years of campaigning we are seeing new ratings being trained and taken on in the maritime sector. The fact that DFDS and Caledonian MacBrayne ferry operators are developing successful apprenticeships is a vindication of RMT's long-standing support for ratings training.

Our SOS 2020 campaign has already warned that unless action like this is taken then British ratings will disappear and skills will be lost forever by the end of the decade.

Congratulations to offshore members at Wood Group for battling for an improved offer under very difficult circumstances. It goes to show that unity and solidarity can produce results. ■

Mick Cash

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

SOUTHERN CAMPAIGN FOR DOO



GTR Southern is deliberately preventing trains from stopping at specific stations to force though Driver Only Operation.

The revelations expose the fact that the company is hell-bent on DOO, despite public claims, and are determined to have 1,600 trains a day running without a guard by January regardless of the impact on access and safety.

Passengers expecting to travel to Redhill, on Victoria to Portsmouth and Southampton services earlier this month were told to leave the train as it would not be stopping at their destination.

RMT general secretary Mick Cash said that GTR has shown a blatant disregard for the travelling public in its drive to get rid of the guard.

“What is even more shocking is that there physically were guards working on those trains but they had been ordered by

GTR bosses to not get involved in any train dispatch duties in the Redhill area,” he said.

A leaked memo from the train-company funded Rail Safety and Standards Board (RSSB) also shows that not only is Southern Rail boss Charles Horton a key player in it but he is advocating the sacking of train guards to maximise profits.

The briefing, which lists Southern chief Charles Horton as a participant, claims that: “Adopting a strategy of guards redundancies delivers the greatest economic benefit while a strategy of staff turnover and redeployment of guards delivers a reduced but positive NPV [net present value] over a 20-year analysis period.”

Mick Cash said that the leaked briefing blew apart repeated claims from Southern Rail that RSSB was an independent organisation.

“It is a classic case of ‘he who pays the piper calls the

tune’ and makes a nonsense of the claims in Southern’s taxpayer-funded advertising campaign.

“Nowhere in this memo does it mention safety, it is all about axing guards and making fat-cat returns for the private train operators, the issue at the heart of the dispute,” he said.

On the anniversary of the Paddington rail crash in October 1999 one of the survivors Helen Mitchell gave her full support to the union’s campaign to keep the guard.

“As a survivor of the crash in which 31 died and countless others were burnt and injured, I am only too aware of the role of the guard/conductor.

“Colin, our guard helped many people and in my eyes was a hero, directing many survivors to safety as the drivers were sadly, both immediately killed which for me underlines the deep importance of guards,” she wrote. ■



SOUTHERN STRIKE OUT

RMT forced Southern to scrap its ‘Strike Back’ poster campaign of incitement to violence against staff after a huge public backlash.

After a deluge of hostile twitter messages the company hurriedly told managers to

remove and destroy the offending posters which cost the taxpayer up to half a million pounds.

It also led to a continuing torrent of twitter messages denouncing the company, the opposite of its intended affect. ■

GUARD VICTORY AT SCOTRAIL

RMT members on Scotrail have voted by a massive ten to one to accept a deal thrashed out in negotiations that guarantees the retention of safety-critical guard on current Scotrail services.

RMT general secretary Mick Cash said that it was a major victory in the fight to stop the compromising of rail safety through the extension of Driver Only Operation.

The principal agreement applies to ScotRail EMU services that will operate on the following newly electrified

routes: Edinburgh to Glasgow via Falkirk High; Edinburgh to Glasgow via Shotts; Edinburgh to Dunblane; Glasgow to Stirling, Dunblane and Alloa and Glasgow to Edinburgh Waverley via Falkirk Grahamston.

It will apply to existing EMU services that are Conductor operated and part of the North Berwick – Carstairs – Glasgow routes. It is the intention to put longer formations on this line of route. All of the above specified EMU services will operate as conventionally

staffed with a competent Conductor on board.

It also retains conventional staffing of the electric trains on the above routes. Hitachi has been instructed to fit door control panels to Class 385 rolling stock.

The proposals guarantee a guard on every new electrified train and that the Conductor will retain their full competency including rules, track safety, evacuation.

In addition Scotrail confirm that trains operating these services will not run without a

competent conductor on board.

"This deal, which represents a benchmark for the industry, is exactly what we have proposed as a resolution to the Southern dispute. If it's good enough for Scotland it's good enough for the rest of the country.

"The agreement has been reached after a campaign of industrial action and intense negotiations and shows what can be achieved in serious talks. That lesson should be a wake-up call to Southern Rail," said Mr Cash.



MERSEYTRAVEL SILENT ON GUARDS

RMT has called on transport Authority Merseytravel to abandon 'reckless' plans for driver-only trains after failing for more than six months to answer key safety questions over plans to remove guards from Merseyrail trains.

Multiple attempts to get answers from the transport authority have been met with silence concerning plans that would place passengers and rail workers at unacceptable

risk.

Since the union first wrote to Merseytravel chair Liam Robinson, emergencies have taken place on the railway network – one of them on Merseyrail itself – which have underlined the critical role played by guards in protecting passengers.

On August 25, a safety-trained Merseyrail guard protected the train, isolated the electric rail and evacuated

passengers to safety after a car collided with a train at a level crossing while the driver remained in his cab suffering from concussion.

On September 16, a guard protected a train derailed by a landslide at Watford, carrying out all the safety protocols laid down in the railway rule book, and again leading passengers to safety while the driver was incapacitated in the front coach, which had

become detached from the rest of the train.

RMT general secretary Mick Cash said that these latest incidents would have put lives at serious risk had there not been trained guards present to deal with them.

"To continue along the path to driver-only operation in these circumstances would be nothing short of reckless," he said.



VIRGIN EAST COAST STRIKE

RMT members working on Virgin Trains East Coast took 24-hour strike action earlier this month over a threat to around 200 jobs, working conditions and safety.

Talks collapsed after the company chose to ignore the negotiating machinery and subjected staff to a barrage of direct propaganda in order to bulldoze through a package of cash-led measure that would decimate jobs, working conditions and threaten the safety regime that currently ensures a guard on every train.

Nearly 200 jobs across the franchise are threatened by the cuts and remaining staff will be forced to do cover the work of the deleted posts piling intolerable pressure on all sections of the workforce.

There is talk within the industry that Virgin/Stagecoach seriously overbid for the East Coast franchise when the hugely successful publicly-run service was kicked out by the Tory government.

It is thought that VTEC's incompetence means that they are losing a fortune every week and are now looking to hack back on the staffing budget to



try and prop up their position.

The losses could be as much as £1 million a week as Virgin/Stagecoach took a gamble on this crucial inter-city franchise coming up trumps for them.

This has led to the company now expecting staff and passengers to take the hit. The union has pointed out that this state of affairs is a reflection of the anarchy that persists on

Britain's privatised railways.

RMT general secretary Mick Cash said that the union would not sit back while nearly 200 members' jobs are under threat and while conditions and safety are put at risk by a franchise which is clearly in financial trouble.

"We will also not tolerate the cavalier attitude to safety that is now on show as the company mobilises its scab army of

managers.

"The union suspended an earlier programme of action when it looked like serious progress was being made in talks and we have shown our commitment by continuing to try and negotiate right up to the wire today.

"Our members will not pay the price for a crisis cooked up in the Virgin/Stagecoach boardroom," he said. ■

VIRGIN WEST COAST BALLOTS

Cleaning staff on Virgin West Coast are being ballot for industrial action against plans that would reduce staffing numbers by 15 per cent and leave those remaining facing an intolerable workload.

The job cuts come alongside attacks on pay and working conditions.

The union also launched a ballot for action by catering supply staff on the West Coast route in a separate dispute over pay.

In the nightmare, complex world of contractors and sub-contractors on Britain's

privatised railways the cleaning services have been contracted out by Virgin to Alstom as part of a facilities contract and Alstom have then, in turn, subbed out the cleaning to Voith Industrial Services which wants to 37 jobs.

The cuts hit both on-board cleaners and those who clean and prepare the trains on turn-around at main rail stations

The union is also fighting a three year pay freeze for staff and the imposition of draconian new terms and conditions without negotiation

or agreement.

RMT general secretary Mick Cash said that it was disgusting that staff that keep Virgin West Coast trains clean are now themselves being treated like dirt and RMT would fight the job cuts, the imposition of draconian working conditions and the attempt to impose poverty pay.

"We now have two separate disputes on Virgin West Coast involving both cleaners and catering staff and it is about time that Sir Richard Branson and his Virgin outfit stopped passing the buck and started

taking some responsibility for the exploitation and abuse of support staff that is now rife on his services.

"RMT will be calling on passengers, who pay top dollar for the Virgin long-haul routes, to support the staff that slog their guts out in difficult, overcrowded conditions to make the journey as comfortable as possible.

"They should not be lined up for a kicking by private companies whose sole driver is their own profits and the returns to their shareholders," he said. ■



Low-paid hotel workers and their supporters staged a flash-mob protest outside Liverpool's Adelphi hotel to turn the spotlight on profiteering at the world-famous institution.

With Adelphi profits up by a huge 40 per cent and Britannia's owners sharing an eye-watering dividend of £35 million, the union said that it was time for the hotel's super-exploited staff to receive a fair share of the profits their labour generates.

RMT membership at the hotel

has rocketed in recent months, and the union is launching a campaign to secure decent pay and an end to demeaning and insecure zero-hours contracts at the profitable hotel.

RMT general secretary Mick Cash said that the Adelphi was supposed to be one of Britain's premier hotels, yet its hard-working staff are on appalling pay and conditions.

"Britannia Hotels can hardly plead poverty, but for too long they have treated their staff as expendable, with rock-bottom

wages, no sick pay scheme and the imposition of insecure zero-hours contracts on the very people they rely on to make their profits.

"It is a source of shame that a hotel chain that rakes in millions should seek to exploit any and every means to squeeze ever more out of its staff.

"Yet on top of barely legal poverty pay, the company wants to reduce by 20 per cent the time allowed to clean rooms and is attempting to reduce back-of-house staffing levels to

ludicrously inadequate levels.

"And anyone who dares point out that cutting cleaning time and putting even greater burdens on already overworked staff is bad for business is faced with the threat of suspension and disciplinary action.

"There is no doubt that Britannia can afford decent pay and conditions, and RMT is determined that its members at the Adelphi will be treated with the dignity and respect they deserve," he said.



CARILLION SIGNS UP TO TUC CHARTER

Carillion Rail signed up to a new charter last month aimed at helping employees who become terminally ill at work.

Carillion Rail managing director Andy Joy signed up at RMT Midlands office along with RMT regional organiser Ken Usher and Midlands TUC Regional Secretary Lee Barron.

The Dying to Work Voluntary Charter is a TUC initiative which sets out how employers can support terminally ill workers following their diagnosis.

It is part of a wider campaign to win greater security for terminally ill workers through a 'protected period' where they cannot be dismissed as a result of their condition.

Dying to Work was set up by the TUC following the case of Jacci Woodcock who was forced out of her job after being diagnosed with terminal breast cancer.

The TUC is asking employers to sign up to its voluntary charter to stop cases like Jacci's

happening in the future.

RMT regional organiser Ken Usher said that to receive the awful dreaded news that you are terminally ill is difficult to deal with.

"Therefore this charter seeks to provide support via good employers to their workers in order that they are treated with dignity, compassion and respect without being 'cast adrift' from their job, workplace and colleagues"

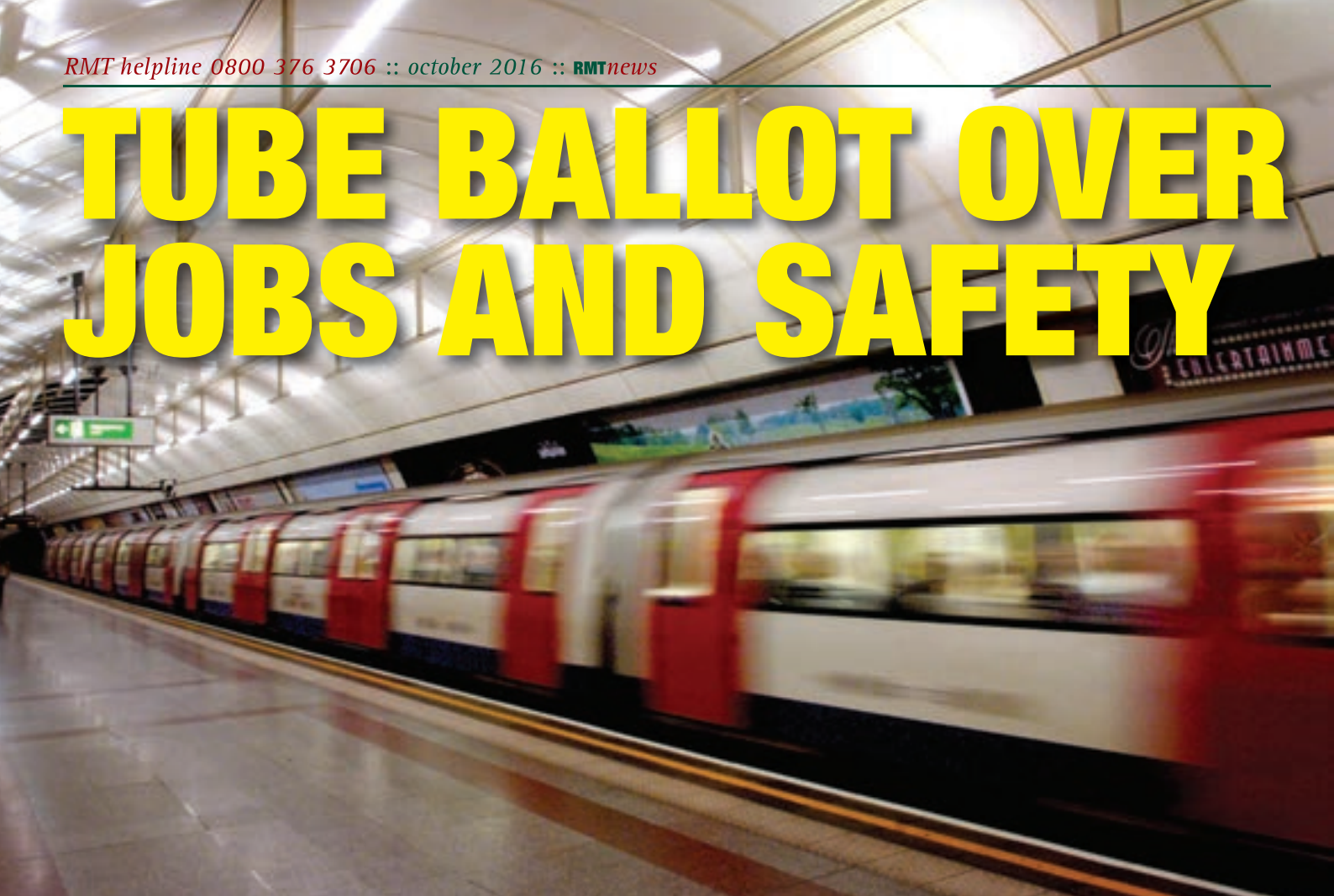
"I am extremely pleased that

Carillion, one of our leading employers, have signed up to this charter and I now encourage all other decent like-minded employers to follow their lead and sign up to this charter.

Andy Joy said that Carillion Rail was delighted to sign up as it "reflects one of Carillion's core values, 'we care', and demonstrates our commitment to treating our workforce fairly and with respect".



TUBE BALLOT OVER JOBS AND SAFETY



London Underground station staff RMT members are being balloted for industrial action over job cuts, the critical safety role of control rooms, forced displacement of staff, grading and a crisis resulting from ticket offices closures.

Nearly 900 jobs have been removed from stations leaving staff unable to cope with the demands of running busy stations. Many station control rooms, where communication and alarm systems should be monitored, have been closed.

A recent report, compiled by London Underground itself, blames the job cuts and unstaffed control room for a serious incident at Canning Town station, when an evacuation spiralled out of control following an accident where a passenger fell between a train and platform

RMT general secretary Mick Cash said that London Underground knows that it has compromised safety and customer service across its stations by cutting jobs.

"A responsible employer

would reverse the job cuts and put staff back into station control rooms and if London Underground really cares about passengers it would reverse the ticket office closure programme.

"The continuing impact of those cuts leaves us with no alternative but to move to a ballot for industrial action," he said.

Fit for the Future is the name given by London Underground to new tube staffing arrangements that include cuts but goes much further.

As well as closing ticket offices management has given every grade roles that were previously done by the grade above, ie an unpaid promotion.

Customer info points go unanswered as many station control rooms are now unstaffed and fire control panels, lift alarms and crucial communication lines are all based in the unstaffed control rooms.

According to the company report into the Canning Town incident it was unclear as to

who was performing what role, there was a lack of familiarity with local incident management processes and no liaison between stakeholders as defined within the Control and Congestion Emergency Plan (CCEP).

Canning Town operates with a zero numbers staffing level and communications from NSCC were impaired due to the noise and no instruction was given to stop the DLR dispatching passengers at Canning Town

The massive job losses have left stations running on overtime. In many areas the legal minimum staffing numbers cannot be maintained without rest-day working. Shortage of cover means stations are kept open at the cost of short notice changes to duty and constant changes of duty patterns when working cover weeks. A mixture of early, late and night turns in one five day week is not unusual.

This means that as well as running stations with fewer staff there are far more

"managers" amongst those left, who are pressured to carry out non-operational work instead of being available on the stations.

The company is trying to mould these new managers into an anti-worker aggressive management team. Staff are getting told to attend workplace meetings after just a few days of sickness and threats to withdraw sick pay are becoming more common.

Further chaos has been created by the mass displacement of staff. Ticket clerks with years of experience at one location have been put in charge, as station supervisors, of Euston, Kings Cross or Victoria overnight while others have been moved to lone working locations in outer zones. At least a third of all station staff have been moved.

Some 600 continue to face the prospect of a further displacement anytime in the next three or four years. RMT won a 30-minute limit to displacement and the company agreed to negotiate a policy to

manage this. However, they have now imposed their own arrangements, which give staff no effective say in where they might end up.

As a result of previous strikes RMT has won important protections meaning salaries were guaranteed and management's plans for flexible working practices were pushed back. We also won over a hundred jobs back. But it is now clear that too many jobs were still cut and staff cannot be expected to keep doing the work of two or three people day after day.

Selling tickets on self-service machines takes far longer than in a staffed ticket office. The same Customer Service Assistants are expected to do this at the same time as managing ticket gates and providing assistance to passengers.

In response to the growing crisis the new London Underground managing director has ordered an internal review of Fit for the Future while the London Mayor Sadiq Khan has asked the statutory passengers group, Travelwatch, to review the ticket office closure plan and associated impact on passengers.

RMT has made a submission to Travelwatch and is calling on the company to bring forward a planned review with the unions to take place now.

But RMT is recommending need action and not just reviews and reports and is balloting all station grades for strike action and action short of strikes. An overtime ban will expose the chronic short staffing across London Underground's stations.

RMT IS DEMANDING:

- More staff – back to the pre-Fit for the Future levels
- All control rooms to be staffed
- No more displacements until a transfer policy has been agreed
- Reverse the ticket office closure programmes
- Make all Customer Service Assistants fully operationally qualified CSA1 grade ■

Parliamentary column

TELL US WHAT YOU WANT

Labour's purpose has always been to speak for the workers of Britain. As the world changes, we have to listen and understand those changes. The patterns of work that many grew up with are no longer set in stone.

That's why Workplace 2020 is so important. It's essential to the wholesale renewal of the Labour Party that we reflect a world where work is less secure for a growing section of the population. The challenges of the next industrial revolution mean that the very definition of a worker may be radically different in 20 years than it is currently.

The Tories claim to be the party of working people, to speak for communities up and down the country, but they don't. They represent division and insecurity for those in work and demonization for those not.

We remember the damage they did last time around and we see what they are doing to whole swathes of society now. There isn't a government that looks to the future for working people. They look to the past; the schools of the 1950s and the Trade Union restrictions of the 1820s.

Under their government many people not only don't have employment rights, they now feel lucky to get any scrap of work offered.

They are expected to accept the crumbs from the table, whilst the employers and the shareholders feast on vast profits. Six million people earn less than the Living Wage. Young people are stuck at home unable to live independently because they don't know if they will earn enough from week to week to pay their rent. Almost a million people are employed on Zero Hours Contracts.

As the Tories turn their fire on Trade Unions, unscrupulous and exploitative business practices, such as those recently revealed at Sports Direct and BHS are going unchecked. Through recently passing the Trade Union Act they have further shrunk working people's rights in a country already described as the most restrictive in the Western World.



Workplace 2020 is Labour's response. It will be the biggest discussion with working people and employers in a generation. It underlines how serious we are about creating workplaces fit for the future. Everyone has a story to tell on the world of work and on what it should look like in the future.

And Workplace 2020 isn't about focusing on the negatives. Many people have positive experiences of the workplace. Many people benefit from apprenticeships, training opportunities and additional support. We want to hear from working people and employers about how we can promote good practice and raise standards.

We will be travelling around the UK – to our nations, to our regions, to local communities because I want to hear from as diverse a group of people as possible.

We want to work with employees and employers to create an environment that is fair to all. But alone I can only do so much, I need your help.

We need you to set up meetings in your workplace, your local community centre, place of worship, local cafe, pub or even your front room. You can hold a Workplace 2020 discussion anywhere.

Even online – you can visit www.Workplace2020.org.uk

We want you to tell us exactly what you think the future world of work should look like. The Labour and Trade Union movement is best when we work together, and this is your opportunity to embody the spirit of generations of men and women who have gone before, who have transformed society.

The old adages proudly displayed on trade union banners remain relevant today; Agitate, Educate, Organise. Together we can change the world of work. You can be part of that.

Ian Lavery

The MP for Wansbeck, the Shadow Minister for the Cabinet Office and a Member of the RMT Parliamentary Group.

FAIR TRAVEL FOR ALL



RMT has raised concerns with Rail Staff Travel around safeguarded or former BR staff members having their travel facilities reduced if they enter into reduced working hours towards the end of their rail careers.

RST responded that it would highlight the impact of certain rules of the scheme which state that the level of benefits held at the point of retirement is the level retained throughout retirement.

As a result, if a member scales down to part time prior to retiring, then the scheme could not allow a reversion to full-time after the retirement date.

To avoid this, the RST suggested that if an individual thinking of scaling back is

already eligible to retire in travel facilities terms then the employer can notify it of that fact while they are still working full-time.

Travel facilities are then “banked” at full-time level and will be issued as retired. The individual can then “return” to work and still have active residential facilities, assuming the minimum of 15 hours per week is worked. In this way staff member is protected.

TRAVEL FOR ALL

All three transport unions have also united against the two tier system where some staff receive travel benefits and some don't.

In a joint statement earlier this year the three general secretaries Mick Cash, Mick

Whelan of ASLEF and Manuel Cortes of TSSA (above) reiterated their support for staff travel benefits across the board.

“We note that rail workers who entered employment in the railways before 1 April 1996 are safeguarded and eligible for the full range of protected rail travel facilities for themselves and their families.

“We further note that nearly all those who entered the rail industry after 31 March 1996 are either not entitled to free travel at all or only restricted facilities on an individual company basis if they work for a passenger train operating company.

“Travel facilities are clearly an important benefit and we are concerned that despite representations by our unions

the employers and government have allowed a damaging two tier system to develop amongst UK rail workers.

“Furthermore it is the case that rail workers from other countries such as Spain or France are entitled to free travel across the UK rail network yet a British rail worker employed after 1996 is not. “We believe that all rail workers and their families, irrespective of service, should receive equal, free and improved travel facilities which may be multi-modal.

“We call on the government, devolved transport authorities and rail companies to ensure the introduction of a more equal and improved system of travel facilities provision forthwith,” it said. ■

RMT AT TUC 2016

Union fights for democracy, jobs and
renationalisation and against austerity,
poverty pay and social dumping



Mick Cash

RMT at TUC

This year's TUC meeting in Brighton was the first coming together of the trade union movement since the momentous vote to leave the European Union in June.

Unsurprisingly the issue loomed large throughout Congress and RMT stuck to long-held democratic principles and backed the vote to Leave. This position was vindicated by the strong support for Brexit in working class communities across the country that have been cut adrift by the metropolitan elite.

RMT London executive member John Reid spoke for the union in the debate on what happens after the vote and set out the union's position.

Opposing the composite put together by the unions that supported the Remain campaign, John said: "It is a trap to blame the Brexit vote for the current attacks on the trade unions.

"The fact is that RMT supported leaving the EU for the very reasons that we are anti-austerity, anti-privatisation and anti-big business.

"RMT supports an internationalist and socialist programme and that is why we welcome the vote, it means that we are now free to fight against

policies like TTIP and rail privatisation".

Responding to claims from other speakers that the EU was a defender of workers' rights John said: "It wasn't EU diktat that secured advances in our workplaces.

"Those rights were won by trade union action and mobilisation by the likes of the women at the Ford plant in Dagenham," he said.

Paul Shaw, union EC member for maritime grades, spoke in the debate on the living wage and highlighted the appalling abuse in the shipping sector which RMT had highlighted in an amendment to the original motion.

"RMT has long campaigned for an enforceable minimum wage for seafarers that will mean ship owners cannot exploit our members.

"Our SOS2020 campaign will be taken out to ports, piers and parliament and we are calling for your support.

"The fact that companies like Condor Ferries, operating just up the South Coast from here, are paying seafarers £2.40 an hour is a scandal. Join us in our

campaign to rebuild our shipping industry which has been devastated over the past 30 years," he said.

The motion was carried unanimously.

Paul's comments were echoed in a later debate on maritime jobs by Billy Jones from Hull Shipping branch who emphasised just what an outrage it was that, as an island nation, our shipping industry has been dragged to its knees.

RMT's president Sean Hoyle took the union's case right to the heart of the matter with his speech moving the main composite motion on workers' rights.

Sean reminded the congress that it had existing policy, thanks to motions from RMT and the POA in previous years, to look at the whole issue of generalised strike action in response to the repeated attacks on our workplaces – but with little actually done as a result.

"This year we are calling for an urgent conference to consider in detail our various legal, political and industrial responses to the Trade Union Act.

"We need to tell the bosses they can shove the crumbs from their table. The working class are coming for the whole cake."

Our delegates intervened on a key debate on public land and affordable housing, highlighting the scandal of Network Rail being cajoled into selling off land assets to balance the books and the parallel scandal of the multi-million pound Earls Court elite housing development while social housing is wiped off the agenda.

An emergency RMT motion on ticket office closures and the axing of jobs on London Underground was moved by John Reid and was carried, committing the trade union movement to all-out support for our unions campaign to reverse the cuts and closures.

On the final day, RMT took a motion onto the floor of the Congress calling for full support for the guards on Southern Rail fighting for jobs and safety with a demand for public ownership of buses and rail to end the privatised chaos that is paralysing Britain's transport services.

The motion also applauded the long-running fight by guards and their colleagues on Scotrail for safe rail services



RMT at TUC

SAVE OUR SEAFARERS

The union held a very successful fringe meeting at the Labour Party conference in Liverpool last month as part of the Save Our Seafarers campaign SOS 2020 aimed at

politicians, trade unions and the wider general public.

The union is demanding action from government and industry to address the ageing workforce, inferior

employment and equality rights, lack of Ratings training and de-regulated shipping registers which are driving the crisis in seafarer jobs and skills in the UK.



across Scotland and pledges support for all groups of workers on rail and tube standing firm against profiteering and cuts.

In a scathing attack on Govia Thameslink Railways, and their cheerleaders in Government, RMT general secretary Mick Cash said that we were facing the most concerted attack on rail workers and passengers in living memory.

"The government and train operators have declared war on the rail unions and they don't give a damn if passengers are collateral damage

"How else can we explain the scandal that is GTR southern, the worse performing train company in the country?

"Passenger protests in shire

Tory areas are a regular event against a service that is rammed out, late, expensive and universally unpopular.

"So toxic that even Tory MPs have called for the service to be nationalised and so corrupt that Southern were given the green light by government to tear up the franchise agreement and create chaos by cancelling 350 trains a day

"It is so rotten that instead of taking responsibility they have taken out adverts in newspapers attacking their own staff and telling lies about staff sickness and so despicable that even the rail minister resigned in shame.

Mick also attacked the government for announcing a £20 million taxpayer bail-out of the Southern operation just 24

hours before the parent company confirmed profits of £100 million.

"We don't want politicians playing politics with our bus and rail industry.

"We don't want half measures. We want a national, integrated transport system and we want all our buses and railway under public ownership," he told delegates.

With a group of RMT guards unfurling a banner from the balcony of the Brighton Centre, to prolonged applause from delegates, the union's motion was carried unanimously, giving us a platform right across the labour movement from which we can build and expand our on-going campaigning work.

It was a fitting end to a busy and highly productive week for the union's TUC delegation.

Paul Shaw



Billy Jones



John Reid

From left to right Sponsor of the AWTE Awards Lorraine Barnes Burton from the British Travel Awards, Kirsty Sando Heathrow Express and Debbie Dale Chair of the AWTE.



HEATHROW EXPRESS CHAMPION

RMT member Kirsty Sando wins award for helping trainees improve skills and their career development

Heathrow Express Service manager Kirsty Sando has won the Business Impact Award at the Association of Women Travel Executives' annual awards last month.

The award is presented to a woman who has shown great innovation within her role which has had a positive impact within the business.

Ms Sando, (below centre) won the award for integrating drivers into the customer service side of the business and introducing a mentor mapping scheme for the driving team.

Heathrow Express director

Fraser Brown described how Kirsty voluntarily devised a programme, which includes training modules to put drivers at the heart of the business and not just in a compartment at the front of a train.

"She also introduced a mentor mapping scheme for drivers, which has helped new trainee drivers become integrated into the team faster as well as helping them improve skills and career prospects.

"As a young woman in a team of mostly older male managers, Kirsty has changed

the dynamic and brings a new outlook and fresh energy that has allowed her and her bosses to make changes to the way the driver team interact with the rest of the business and with customers," he said.

Ms Sando has progressed through the ranks within Heathrow Express, becoming a fully qualified driver at the age of 24 and progressed to being one of the youngest driver managers in the industry by 27.

Her achievements can be seen in the significant increase in drivers' 'engagement.' In the recently published employee

satisfaction survey, driver 'engagement' has increased 22 per cent year-on-year.

"I'm delighted to have received this award as it highlights that train drivers - women, as well as men - can be recognised for the important work that they do within the travel and rail industry," she said.

Heathrow Express provides a non-stop 15-minute train service between Paddington station and more than 40 per cent of drivers are women - a higher proportion than any other rail operator. ■

NORWAY SAYS NO RAIL PRIVATISATION



Norwegian trade unionists visit RMT to learn about rail privatisation being imposed in Norway next year

Trade unionists from the Norwegian Railway Association (NJF) visited Britain last month to learn about the impact of rail privatisation on workers in Britain.

The right wing Norwegian government has announced the first two packages of routes it plans to privatise using EU rail directives that fragment the network between infrastructure and operations.

The first package includes the Sørlandet, Arendal and Jæren lines, while the second includes the Dovre, Rauma, Røros, Meråker and Nordland lines, as well as the Trøndelag

Commuter Rail network.

Norwegian State Railways (NSB) and its subsidiary NSB Gjøvikbanen, which operates services between Oslo and Gjøvik, will be awarded contract extensions from December 2017 to the start of the tendered contracts in December 2018.

A new state-backed company will assume responsibility for train line expansion, property, maintenance and operations. Both maintenance work and route operations will be put out to bid through a public-private partnership, which will sound

familiar to many in Britain.

The overall system will be backed by the state but NSB operations will need to compete for the rights to operate on various lines.

The government has said that bidders may include MTR of China, SJ of Sweden and Deutsche Bahn of Germany, along with Dutch and French train operators.

NJF delegation leader Morten Olsen said that it would not be fair 'competition' for the benefit of passengers.

"This will be competition between foreign companies to secure monopolies for running

trains for years to come in the interests of profit.

"Under government proposals for the NSB ticket system, the players who win the tender and get a monopoly on routes shall also be able to sell their own tickets.

"Then NSB will be drained of knowledge and technology, and competitors will have an advantage. It is not fair play," he said.

The move towards privatisation has already threatened workers' pensions and the future of ticket offices across the country.



DFDS ratings with their families

NEW RATINGS JOIN THE CREW

Ferry operators
DFDS and
Caledonian
MacBrayne
respond to the
ratings crisis with
apprenticeship
schemes

A very special passing-out celebration took place on the deck of a ferry operated by DFDS heading out of Dover to Calais last month as nine new ratings completed their two-year apprenticeships.

The families of the nine – made up of seven deck and two engine apprentices – looked on proudly as DFDS vice president of crewing Gemma Griffin explained that they were now abled-bodied seafarers.

The apprentice scheme is a first for DFDS designed to address the problems of an aging workforce that is clearly a problem across the maritime sector.

A previous attempt to bringing on new ratings saw an intake of seven but only two survived the training to stay on in the industry.

As a result begin to develop a scheme in conjunction with the National Maritime Training Centre in Gravesend and the Merchant Navy Training Board (MNTB) and other organisations and by 2014 the first nine intake began their training.

The training combined learning the theory side of the industry with periods at sea. During the course the deck apprentices learnt skills including operating ships' helms and being a part of the bridge watch-keeping team, whilst the two engineering apprentices took time studying propulsion and engine maintenance, repairs

and fabrication.

"We took the group on and delivered the underpinning knowledge in three phases," said Stephen Watkins, curriculum manager at North Kent College's National Maritime Training Centre.

They did an initial training phase with safety courses then a phase at sea, back to the college for the middle phase and a third sea phase before coming back for their final college sessions.

The nine apprentices came from a variety of backgrounds and spanned almost four decades in age; from the youngest just turning 19 to the oldest who was 50.

Some candidates were taken from other parts of the DFDS operation, Daniel Sale was working shoreside while Argentinian-born Patricia Brizuela, the oldest apprentice, was working in the catering department for six years.

To acclimatise the new ratings jobs there will be a six-month easing-in period to ensure they have time to learn the ropes properly in their new careers at sea.

The audience on-board on the day also included the new batch of apprentices that have been taken on for the two-year course this year to ensure that the flow of new ratings keeps flowing in.

RMT national secretary Steve Todd told the gathering that the union welcomed the DFDS

apprenticeship scheme.

"I would like to commend DFDS for their progressive approach to maritime training and for being forward-thinking enough to understand that without new ratings the industry will suffer.

"I would encourage other ship owners to take the same approach in order to avert the demographic time-bomb that we face in 2020 when many existing ratings will be coming ashore for the last time.

"I can also report that we are making progress elsewhere with new apprentices being taken on at Caledonian MacBrayne," he said.

Dover Shipping branch also said that it extremely pleased with the success of the DFDS Apprenticeship scheme and is very proud to have been campaigning on the subject of ratings apprenticeships for a number of years.

Former branch secretary Malcolm Dunning was involved for many years highlighting the shortage of UK and Irish ratings, the demographics in regards the age profile of ratings and the skills gap that shipping companies had created by failing to train ratings.

Mr Dunning worked tirelessly with both with the Chamber of Shipping and RMT's Parliamentary group while serving on the union's national executive.

The branch also puts rating

apprenticeships on the agenda of all meetings with shipping companies the union deals with and encourage companies who have piloted rating apprenticeships to increase the numbers they are taking on.

Incoming branch secretary Lee Davison said that it was a great achievement for DFDS and ratings training as a whole.

"The commitment the company has put into ratings training is second to none and we look forwards working closely with the DFDS apprentices of the future," he said.

CAL MAC APPRENTICESHIPS

RMT reps and officials have also worked closely with Caledonian MacBrayne to ensure that six deck and four engine rating apprentices started their courses at the City of Glasgow College under the Maritime Occupations Framework in the autumn intake.

Once again there were over a thousand applications for these 10 apprenticeships, dispelling the industry myth that young people don't want to work at sea anymore.

Following intensive work between the union, CalMac, Scottish Qualifications Authority and the Scottish TUC, the company was also able to use Modern Apprenticeships in Retail and Hospitality to take on 10 apprentices, eight women and two men, to train them for jobs as Ratings in the catering and on-board services departments.

RMT general secretary Mick Cash said that it was a good news story for the union and a progressive example to the domestic ferry industry of the programmes that exist to recruit, train and employ the next generation of ratings.

"The SOS 2020 campaign will use CalMac's programme of ratings training as an example of what can and should be done by public and private sector employers in the shipping industry in order to revive UK seafarer numbers," he said.





A FIGHT FOR TRUTH AND JUSTICE

Eileen Turnbull of the Shrewsbury 24 Campaign outlines why the prosecution of 24 building workers in the 1970s is unfinished business

"We want to clear our names before we die. We were innocent of all charges."

Ricky Tomlinson, speaking in 2015

In 2006, a group of trade unionists came together in Liverpool to overturn this miscarriage of justice and the Shrewsbury 24 campaign was born.

All the work carried out by us is done so on a voluntary basis and the monies raised through trade union and Labour Party affiliations pay our legal costs.

The campaign decided to adopt a twin-track approach in the fight for justice for the pickets. Legally, the convictions could only be overturned by the Court of Appeal and the campaign has spent considerable time and effort towards that end.

This legal work is combined with taking the case of the Shrewsbury 24 to every trade union and labour movement event the length and breadth of Britain. RMT has always been staunch supporters of the campaign. Bob Crow spoke at many of our events including

handing in a petition to Downing Street containing tens of thousands of signatures.

We have 21 national trade unions affiliated to our campaign, trades councils and hundreds of trades union and Labour Party branches.

We realised that to overturn the convictions we needed to get the case back to the Court of Appeal. Only the Criminal Cases Review Commission (CCRC), which has the power to refer cases of miscarriages of justice to the appeal courts. The terms of reference of the CCRC required us to obtain 'fresh evidence', which we obtained, and lodged an application to the CCRC on behalf of the pickets in April 2012.

The government has withheld many files relating to the trials at Shrewsbury and have turned down repeated requests to disclose them. They cite section 23 of the Freedom of Information Act 2000, which

relates to national security. We have campaigned tirelessly to get these files released.

We combined my research work with our collective efforts in campaigning to bring the issue of the Shrewsbury trials into the public arena. We wanted to explain what happened when the state jailed workers who took industrial action in 1972. A valuable source of information was a booklet written by Jim Arnison, who reported on the strike for the Morning Star. He attended the trials and wrote regularly about them. The Campaign has recently reprinted Jim's account, *The Shrewsbury Three*.

My research has taken me to the National Archives at Kew, the Working Class Movement Library, the Marx Memorial Library, the Bodleian Library the Churchill Archive Centre, Cambridge and many other repositories throughout Britain. The evidence that I have obtained demonstrates clearly that the government interfered in bringing the charges against the pickets.

The obstacle has always been the intransigence of the government in refusing to

release the papers relating to the trials. I have submitted several Freedom of Information Act 2000 (FOI) requests for the missing papers. The government continue to withhold them under section 23 of the FOI Act, claiming that to release them would be a threat to national security.

We launched a Downing Street e-petition and a paper petition which gathered tens of thousands of signatures. Labour MPs have raised two Early Day Motions, culminating in a three hour debate in the House of Commons calling on the government to give full disclosure. The vote was won by 120 votes to three to release the documents but they continue to refuse to do so.

In its 2015 general election manifesto, the Labour Party said it would "continue to support victims of miscarriages of justice and will ensure there are no barriers to access justice. In the case of the Shrewsbury 24 we will approve the release of all papers concerning the Shrewsbury Trials and place them in the public domain."

Jeremy Corbyn and John McDonnell have supported our

campaign over many years and received consistent support from other Labour MPs in particular David Anderson and Steve Rotherham.

In 2015 Andy Burnham became Shadow Home Secretary and has taken up the fight to obtain the missing documents. Andy and the campaign have met with Home Office minister Mike Penning, who admitted that the government are holding back files but in his opinion they 'are not relevant to the pickets case'. They are also being withheld under section 23 of the Freedom Of Information Act.

Ricky Tomlinson says: "Mr Penning we will be the judge of that. If they are connected to the case, why not release them? We believe that the reason they are holding back is that they are waiting for us all to die! The eldest picket is 90 the youngest is 68, five pickets have passed away."

We have strengthened our legal team to make our final submissions to the Criminal Cases Review Commission before they make their decision. We now have Mike Mansfield QC, the leading criminal and civil rights lawyer who has been

involved with the Hillsborough case and the work of the Orgreave Truth and Justice Campaign.

Our campaign has been attempting to achieve justice for the past ten years. It has been an uphill struggle but we are almost there. We have overcome many obstacles and obtained a considerable amount of evidence but we continue to face absolute opposition from the government.

We would ask RMT members to contact their MPs and ask them to support the efforts of our team of Labour MPs in getting the government to release the documents. We would also ask branches to affiliate to the campaign. We can send speakers to branch and regional meetings to explain the importance of the issues raised by the Shrewsbury trials and their relevance for trade unionists today. ■

For more information:

shrewsbury24@

shrewsbury24campaign.org.uk

Or write to us at: Shrewsbury 24 Campaign, PO Box 92, Liverpool L19 3WD.

Or phone: 07927-937773

THE HISTORY

1972 saw the first-ever national building workers strike. At that time construction workers faced hostile and powerful employers, lump labour and isolated workplaces that changed constantly whenever a contract finished.

Health and safety measures on building sites were non-existent and building workers faced dangerous working conditions on a daily basis. One building worker would die each working day in early 1970s and over 70,000 would suffer serious injury or illness each year.

During the strike, building workers organised picketing of sites throughout the country. After a new pay offer from the employers was rejected the unions stepped up picketing and called an all-out strike. At

the end of the twelve-week dispute, in September 1972, they succeeded in winning the highest ever pay rise in the history of the building industry.

Out of the blue, five months after the strike ended, 24 North Wales pickets were picked up and charged with over 200 offences including unlawful assembly, intimidation and affray. Six of the pickets were also charged with conspiracy to intimidate.

None of these pickets had been cautioned or arrested during the strike. There were no picket lines and no confrontations with the police, as pickets would have meetings with building workers on sites. There were no police cautions or arrests. There were no complaints from the police as to the behaviour of the pickets.



The prosecution focused on the picketing in the Shrewsbury and Telford area in September 1972, specifically the 'Brookside' site which was owned by Robert McAlpine. Approximately 80 police had accompanied the pickets on the Shropshire building sites at all times that day.

There were three trials at Shrewsbury Crown Court. Three of the pickets were found guilty

of conspiracy to intimidate, unlawful assembly and affray and were sent to prison: Des Warren for three years, Ricky Tomlinson for two years and John McKinsie Jones for nine months. Three other pickets in the second trial were also convicted and sent to prison. Sixteen were given suspended sentences and two were acquitted of all charges. ■



CHANGE4KLEYO

Alan Pottage of RMT's Organising Unit makes an appeal that will save lives

There are many reasons why I am proud to be a member of RMT. One reason is our relentless fight to improve health and safety in the workplace and throughout the industries we organise in.

In fact, our union has always prioritised health and safety and we have an impressive history of campaigning and fighting in order to force changes that

prevent accidents and tragedy.

Our current struggle to save the grade of guard on trains is a fight that focuses on safety. As our banners on the picket lines state: 'this strike is all about safety'.

Well there is another fight to be had about safety which is the reason I write this article. A good friend of mine, Bernard (Be) Atwell, tragically lost his

wonderful daughter last year in an accident that was entirely avoidable. Many of our members know Be. He is one of the singers in the band Alabama 3, who often play at RMT gatherings.

Be's daughter, Kleyo, died as a result of an unregulated industry that has next to no set safety standards. Kleyo went bungee jumping.

The extreme sports industry has a variety of safety standards around the world but not one standard, law or EU legislation that provides a clear confidence benchmark to protect holiday-makers and adventure-seekers.

It will further shock RMT members to learn that since this heartbreaking tragedy even more young people have been injured or lost their lives. This must stop!

Be has now started a campaign – CHANGE4KLEYO.ORG – and we need the help of every RMT member. It will only take a few seconds to add your signature to the campaign. A few seconds that will save lives!

Please read the following letter from a loving father who wants to stop future tragedies. ■

Thank you for taking the time to read this article.

After reading this piece in the RMT News, I hope you take a moment to reflect on how precious and fragile life really is, and to be aware that the most sacred things to us – our family and friends – can, in a moment, be taken from us with a gruesome finality, leaving all in a state unfamiliar, unyielding, and unnecessary.

My wonderful daughter Kleyo's life came to a tragic and avoidable end in July last year 2015. She was 23 years old. Full of joy, beauty, and purpose. All the things that bring joy to a father's soul. She had her plans, her ideas, and her dreams. I'm left with a gulf in my life, and an unimaginable form of frustration that no soul should have to go through. This has impacted everyone she has ever met, those she loved, and those that still love her.

I know I will never get beyond this, but in time, I will become stronger with God's help. My sole intention is to ensure that this most painful and harrowing situation does not befall another innocent, another parent, another family.

It's all I have. It's all anyone ever has. I now have a single mission.

The name of the activity which killed my daughter is 'extreme sports'. I believe that this should also be accompanied with 'extreme skills'. Extreme sports companies, take on an often completely unqualified member of the public, and let them take their life into their own hands for the benefit

of an adrenaline rush. In many locations across Europe, staff at these sites have little or no 'extreme skills'. The staff are simply not qualified to take into their hands, the lives of those enthusiasts, for financial benefit.

Let me put this into context. If you want to carry a passenger in a car, for example, you are a taxi driver, you have to have checked eyesight, you need to have an MOT, you need a qualified license. You are effectively taking someone's life in your hands.

The extreme sports market is not a consistently regulated as taxi driving across Europe. Are we not Europeans? Do we not have regulatory bodies whose duty it is to protect those that they financially benefit from? Tourism is a huge market. We appear to be able to regulate the airlines, the transport, so why is the destination activity market so under-regulated?

Unregulated businesses can make a huge amount of money out of the extreme sports market, so perhaps they feel they can afford to take the chance with safety, and sadly, other people's lives.

Please help me to support a pan-European legislation act that will help to enable all those fun seekers to have a safe adventure. I need your help to tackle unregulated and unskilled operators in this burgeoning market.

It is true in life that accidents happen, but many accidents could be prevented. Many of these



accidents don't have to happen, again.

Within a month of losing Kleyo, a Dutch girl was fatally injured in a similar way. Please visit the website and sign our petition.

www.change4kleyo.org

We want the petition to drive our politicians to regulate the extreme sports market in Europe, and perhaps we can all prevent this happening in the future.

*Bless you, **Bernard Atwell**
London, 2016*



CLASS SOLIDARITY ACROSS THE WORLD

RMT has long been a union that firmly believes in international solidarity with all workers and recently I had a firsthand opportunity to experience this.

At the end of September I travelled to Najac in France with Wessex NEC member Paul McDonnell, to attend the Annual General Meeting of SUD Rail.

SUD-Rail is a militant fighting union that has many similarities to ourselves and we were able to listen to delegates talking about the same problems we have already experienced or may well do in the future.

Unions sharing stories of victories and defeats can only help us all, with our struggles that lay ahead.

I also had the privilege along with NEC member John Reid, of representing us at the World Federation of Trade Unions [WFTU], in South Africa.

The 17th Congress of the WFTU took place in Durban; with 1,500 delegates from 111 countries.

There were 112 different speakers and the whole conference was a democratic, open, internationalist and class-oriented trade union event held in the interest of workers around the world who are fighting for a society without exploitation of man by man, for a society with full rights for the world's working class...well that's what they told me...hope it's true.

After I delivered my speech, the Zulu delegates showed their appreciation [maybe that it had ended] by singing and dancing, this was followed by the conferences observing a minutes silence in memory of Bob Crow, someone they all wanted to talk about.

Our own Trade Union Congress could learn a lot from the WFTU, from class struggle workers solidarity and their complete opposition to the capitalist system.

And before any of my friends give me that look, I will remind you that Rule one of our own union states in our objectives "to work for the supersession of the capitalist system by a socialistic order of society".

Now a little closer to home, we all know that Jeremy Corbyn has been re-elected as Labour

leader with an even stronger mandate than before, so I'm sure all those lovely members of the PLP will put their knives away and support the leader to get the Tories out and a progressive socialist Labour Party elected. I'm not holding my breath.

I will remind those who refuse to respect the result, because they believe that Jeremy cannot win an election, of something I read recently.

It is worth remembering that weeks prior to Clement Attlee's famous 1945 landslide election victory, which heralded a government providing the welfare state, nationalisation of key industries and the NHS, Labour party chairman Harold Laski sent his leader a letter stating that he should consider resigning, as his leadership was a "grave handicap to the hopes of victory".

The SOS 2020 campaign to save seafarers jobs is a much needed initiative; by 2020 there will be few if any UK seafarers if we don't start training and stop deregulation now.

For an Island nation it would be a complete scandal if our seafarers are allowed to disappear.

We will be calling for:

- Equal rights in employment, equality and immigration law for UK seafarers.
- Domestic cabotage, (transport between UK ports) protections for UK crew and flag.
- statutory annual target for training new UK Ratings.
- Safe ships in safe seas – higher safety standards in UK shipping.
- Protect Royal Fleet Auxiliary from privatisation.

Finally, I would like to send a message of solidarity to all our striking members out there at the moment...Safety before profit, must always win.

"Emancipate yourselves from mental slavery. None but ourselves can free our minds"
Bob Marley

In Solidarity
Sean Hoyle

THE MIGHTY GREAT CENTRAL

LAST TRAIN: The GCR collection of locos includes the BR Standard Class 7 70013 Oliver Cromwell, one of the last steam trains to work on British Railways in August 1968 before the steam ban.

The Great Central Railway is reconnecting Nottingham with Leicester to become among the longest heritage railways in the country

The Great Central Railway is the country's only double track, main line heritage railway where steam engines can still be seen passing each other at speed.

Its five and a half miles of track includes four stations, each restored to a period in the railway's history, the 1950s Loughborough Central, the 1940s Quorn and Woodhouse, the Edwardian-era Rothley and the 1960s Leicester North.

But this year it is about to embark on an enormously ambitious project to re-instate a bridge dismantled in 1973 over the Midland Mainline railway to reconnect the northern part of the Great Central Railway, thus creating 18 miles of heritage track linking Nottingham to

Leicester once again.

This involves the installation of new bridges and the building of new embankments to close the 500 yard gap left by British

Railways destruction under the watchful eye of Beeching.

GCR general manager Richard Patching, who has been with the railway since 1969, explains that the bridge design is complete and the other bridges have been donated by Network Rail.

"Refurbishment of the bridge over the Grand Union Canal is expected to start this year giving better access to the rebuilding of the missing embankments," he says.

This is a multi-million pound project with the so-called 'Bridge to the Future' over the mainline railway costing over £2 million alone.

"We have been fortunate to receive a grant from the Leicester and Leicestershire Economic Partnership of £1 million as they see its economic benefit to the whole region.

"We have also raised over £1 million from the fantastic support from the public and supporters of the railway who





have also seen the exciting benefits that will be realised," Mr Patching points out with the same enthusiasm.

He also points out that the Heritage Lottery Fund has allocated funds for a multi-million pound railway museum to be built at Leicester North in conjunction with the National Railway Museum in York.

This bustling heritage railway boasts 50 staff and hundreds of registered volunteers to ensure that this living museum continues to develop into a national showpiece.

But the future of the GCR wasn't always so bright.

After years of neglect the line was closed in 1966 as a through route to London and the line

was severed just south of Rugby while the proud station at Nottingham Victoria was demolished. A DMU service from Rugby to Nottingham was discontinued in 1969 when the line was finally closed and the iconic GCR station at Loughborough was boarded up and abandoned and that was that. That is until a group of enthusiasts formed a preservation group the same year to begin the mammoth task of preservation and restoration.

Firstly, the boards came down at Loughborough Central, the railway's principle base - a beautiful Edwardian-era station built on the island platform model - had been saved.

Since then volunteers and

staff have re-instated a double track section from Loughborough Central to Rothley and opened a single track to Leicester North and have restored stations, signals and signalboxes, carriages, wagons and steam and diesel locomotives.

What you see today are the results of more than forty years of hard work and dedication to keeping main line steam alive. Today trains run every weekend of the year, bank holidays and selected week days through the summer.

First Class restaurant car services can provide five-course meals are served whilst travelling between Loughborough and Leicester. The

GCR also runs many special events, including the ever-popular beer festival, steam galas, bonfire night, wartime weekends and Santa specials.

The railway has won a number of awards including 'independent railway of the year', a gold award for the East Midlands best visitor experience and is a quality assured visitor attraction as designated by Enjoy England.

Visitors are invited to visit the little museums dotted along the route and even to stick their noses into the impressive loco workshops. There is a lot to be proud of here. It is a mighty beast in the world of heritage railways which is well worth a visit and more is to come. ■

TAKING ON WATER: The BR Standard Class 9F 2-10-0 No.92214 has been re-named Leicester City to celebrate the triumph of the City's football team in winning the Premiership football competition.



Apprentices at work

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 0845 712 5495 (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 0765 911 8181 (0800 328 1014 in Scotland)

 **THOMPSONS**
SOLICITORS

 **Drummond Miller**
Solicitors and Estate Agents

PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS



REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2015:

We have audited the accounts of the National Union of Rail, Maritime and Transport Workers for the year ended 31 December 2015, set out on pages 9 to 38. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

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

As explained more fully in the Statement of Responsibilities of the Council of Executives on page 7, the Union's Council of Executives is responsible for the preparation of accounts which give a true and fair view. Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

SCOPE OF THE AUDIT OF THE ACCOUNTS

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

adequately disclosed; the reasonableness of significant accounting estimates made by the Union's Council of Executives; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information presented with the accounts, including the Report of the General Secretary, to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

OPINION ON ACCOUNTS

In our opinion the accounts give a true and fair view of the state of the Union's affairs as at 31 December 2015 and of its income and expenditure for the year then ended.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

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

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

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

H W FISHER & COMPANY
Chartered Accountants
Statutory Auditor

Dated: 10 June 2016
Acre House
11 - 15 William Road
London, NW1 3ER
United Kingdom

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS Summary income and expenditure accounts for the year ended 31 December 2015:

General Fund and Orphan Fund

	2015 £'000	2014 £'000
Subscription income	14,899	14,184
Operating expenditure	(16,195)	(15,517)
Operating result	(1,296)	(1,333)
Other income/(expenditure)	1,076	1,778
Result for the year	(220)	445
Other comprehensive income	6,930	(2,608)
Comprehensive result for the year	6,710	(2,163)

Political Fund

	2015 £'000	2014 £'000
Subscription income	262	257
Operating expenditure	(328)	(255)
Operating result	(66)	2
Other income/(expenditure)	12	11
Result and comprehensive result for the year	(54)	13

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
M Cash	General Secretary	Salary	£96,766
		Pension contributions	£29,330
		Other benefits	£6,139
S Hedley	Assistant General Secretary	Salary	£54,499
		Pension contributions	£16,519
		Other benefits	£6,211
M Lynch	Assistant General Secretary	Salary	£55,316
	(from 7 April 2015)	Pension contributions	£12,514
		Other benefits	£1,111
P Pinkney	President	Attendance, lodging allowance and reimbursed expenses	£47,483

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

Summary of attendance and lodging allowances and reimbursed expenses paid to the Council of Executives

General Grades

Name	Amount	Name	Amount
A Budds	£ 52,962	N Quirk*	£ 47,740
T Butler*	£ 47,012	M Rodgers	£ 56,740
P Collins*	£ 47,877	J Reid	£ 49,102
P McDonnell	£ 46,839	D Shannon*	£ 50,478
P Pinkney*	£ 47,483	S Shaw*	£ 49,816
M Lynch (until April)	£ 13,032	S Skelly* (until June)	£ 21,724
K Mazur (from October)	£ 12,896	J Slee	£ 47,026

Shipping Grades

Name	Amount	Name	Amount
I Boyle*	£ 6,517	K Lingwood*	£ 2,203
L Davison*	£ 7,085	M Craig* (from September)	£ 2,401
J Laing* (until April)	£ 866	G Wallace*	£ 5,267

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

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

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

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

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



Thousands attended Burston Strike School Rally in Norfolk to hear Jeremy Corbyn just before he was re-elected as Labour leader and other speakers from the trade union movement.

Mr Corbyn was cheered when he introduced his plans for a

National Education Service that would mean access to free education up to university level for all. He also said that he would introduce a £10-an-hour living wage.

He slammed the Tory record on the NHS and the crisis the service faces with hospital

departments at risk – and pledged support for the junior doctors in their contracts fight with Health Secretary Jeremy Hunt.

His speech was followed by music and poetry from Attila the Stockbroker and Steve White and the Protest Family with a

mix of radical songs and political music.

Each year trade unionists from across the country gather in the small Norfolk village to celebrate the longest strike in history.

Children marched out of their school when their much-loved



teachers, Tom and Kitty Higdon, were sacked on trumped up charges because of their support for the farm workers' union.

Tom's election as a Labour councillor inflamed the local landowners and the Church of England, which was then responsible for educating children in the countryside, and on April 1, 1914, after the couple had been dismissed, the children walked out on strike.

The Burston Strike School was built on the village green from Labour movement subscriptions and continued to

educate children right up to 1939 until Tom Higdon died, 25 years after the strike began.

Today trade unionists march around the village, retracing the steps of the children in 1914.

The Strike School building is now a museum, visitor centre and village amenity, and since 1984 a rally has been held every year to commemorate the original Burston rally.

The Burston rally is a great trade union day out, one which you should put in your diary for next year.



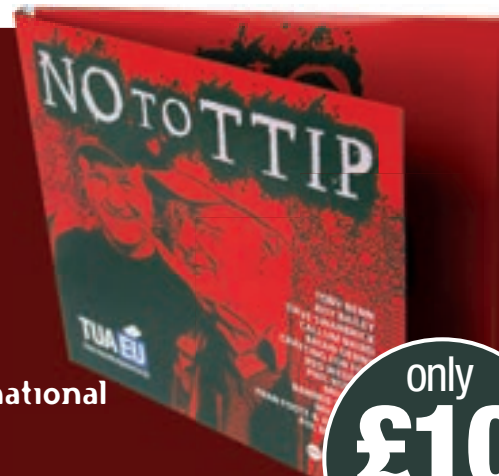
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RMT Income Protection Cover is designed to get to work when you can't. It pays out money every month if accident, sickness or unemployment stops you working. It will help you to cover regular outgoings - from bills, rent, and mortgage repayments to a Friday night takeaway - if circumstances take a sudden turn for the worse.

“ I took out income protection insurance for the security of knowing... that there's something there that is going to protect us should the unforeseeable happen. Thankfully I've not had to use it, but to know that it is there is a reassurance. **”**

Allen Margrett, 46, from Coventry

WIN

Fitbit Charge HR Heart Rate and Activity Wristband
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- Help cover your regular outgoings if you can't work
- Protect you and your lifestyle
- Help make sure that incapacity or unemployment doesn't become a financial disaster for your family
- Ensure that you can continue to provide for your loved ones even if you can't work
- Mean that you don't have to rely on savings or state benefits if you're unable to work

Find out more and get a quick quote now at www.RMTProtect.com/income

For UK residents aged 18-60. For full terms and conditions visit rmtprotect.com/win

Terms and conditions apply. RMT Income Protection Cover is arranged by Union Income Benefit Holdings Ltd. The policy is managed and claims are administered by Cigna Insurance Services (Europe) Limited and underwritten by CIGNA Europe Insurance Company S.A.N.V.

0800 376 3706

BASINGSTOKE NO1 BRANCH
NOMINATES

RICKEY GOODMAN

FOR NATIONAL EXECUTIVE COMMITTEE
WESSEX REGION

MARCH & DISTRICT
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

NEASDEN BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

LU ENGINEERING BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER (SOUTH)

EUROPEAN PASSENGER SERVICE BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

PADDINGTON NO1 BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

BRIDGEND, LLANTRISANT & DISTRICT BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER (SOUTH)

DORSET RAIL BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

WATFORD BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

POOLE & DISTRICT BUS BRANCH
NOMINATES

PETE SKELLY

FOR RELIEF REGIONAL ORGANISER (SOUTH)

CARDIFF NO7 BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

WATERLOO BRANCH
NOMINATES

PETER SKELLY

FOR RELIEF REGIONAL ORGANISER SOUTH

WATERLOO BRANCH
NOMINATES

RICKEY GOODMAN
FOR NEC WESSEX REGION

WIMBLEDON 1685 BRANCH
NOMINATE

PAUL MCDONNELL
FOR RELIEF REGIONAL ORGANISER SOUTH

PORTSMOUTH BRANCH
NOMINATE

GEOFF KITE
FOR NEC MEMBER

DOVER DISTRICT GENERAL GRADES BRANCH
NOMINATE

PAUL MCDONNELL
FOR REGIONAL ORGANISER SOUTH

SURREY AND HANTS BRANCH
NOMINATE

G KITE
FOR NEC WESSEX REGION

PORTSMOUTH BRANCH
NOMINATE

PAUL MCDONNELL
FOR RELIEF REGIONAL ORGANISER SOUTH

NORTH WALES 40-YEAR AWARD

David Alan Roberts, known as Dar, was presented with his 40-year service award recently.

Alan is a member of the North Wales Coast branch and was presented with his 40 Year Badge and Medal by branch member Paul Wild.

Alan started on the railway in 1976 and in 1981 qualified signaller to work boxes.

His first job was a Class 1 based at Colwyn Bay before being upgraded to a Class 2 covering Class A and B boxes – the two lowest in the signalling grades.

The area covered was Colwyn Bay, Llysfaen, Abergele, Rhyl No2, Rhyl No1, Prestatyn, Deganwy, Llandudno, Penmaenmawr, Aber and Llanrwst and Alan carried on doing the same relief job for the next nine years until a vacancy appeared at Llandudno Junction in March 1990.

By this time British Rail was

disappearing and making way to Regional Railways North West. This was a Class C; the only other Class C box on the coast at the time was Holyhead. He stayed there for 18 months before applying for a Class 3 RDR Signaller at Llandudno Junction.

After privatisation he became a GPR Class 3 based at Llandudno Junction covering boxes 15 miles radius from Llandudno Junction covering an area between Abergele and Penmaenmawr, Llandudno to Llanrwst. In 1999 Railtrack he extended his coverage from 15 to 30 miles and he had the boxes at Rhyl, Prestatyn and Bangor back on his patch. Additionally He gained five new boxes and crossings and they were Tyn-y-Morfa Crossing, Talacre, Mostyn, Llanfair PG Crossing and Gaerwen where he loyally remains to this day. ■



Obituaries

WIMBLEDON BRANCH PAYS RESPECT TO TWO MEMBERS

Ramona Martenstyn, a bus driver and loyal RMT member of this branch lost her fight with cancer in June this year aged 56, she will be sadly missed by all and our condolences go out to her partner and family, rest in peace.

John Williams recently retired as a guard at 62 through ill health from South West Trains. His retirement party was well-attended by family friends, comrades and retired members.

John had been a local health and safety

representative at Wimbledon Park for many years. He quietly went about his business, recruiting members at "The Park" and because of him membership is in the best of health.

John was an active member of the branch and assistant

chair until his retirement. He was also an avid Crystal Palace supporter and was his request that people wear these colours rather than black and white at his funeral. John's preferred Charity is PDSA.

<https://www.pdsa.org.uk/>

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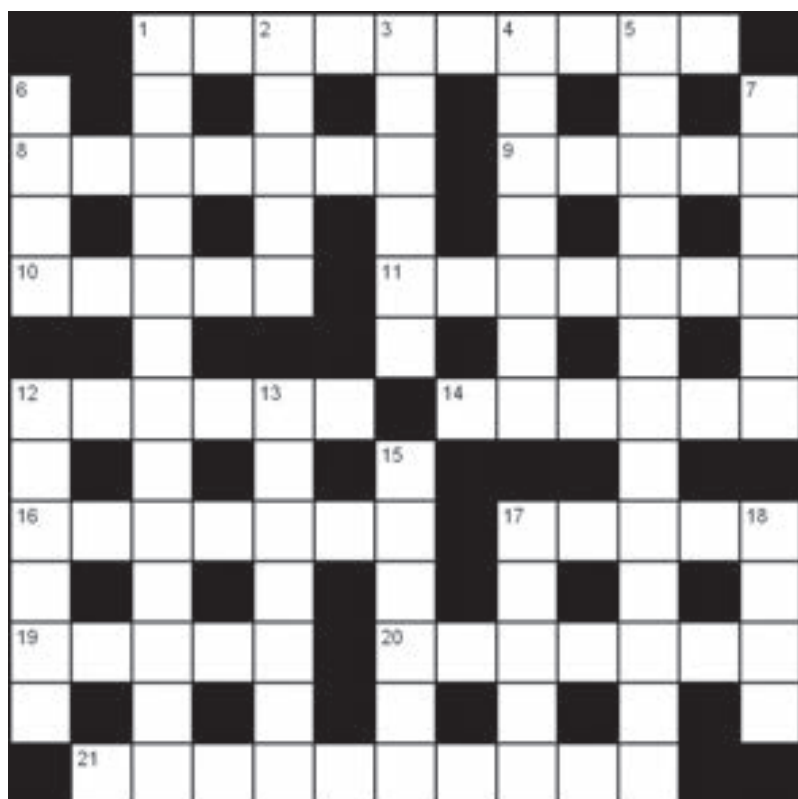
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£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword John Davis, Poolene.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by November 20 with your name and address.

Winner and solution in next issue.

ACROSS

- 1 Dominant (10).
- 8 Patio (7).
- 9 Abolish (5).
- 10 Apartment (5)
- 11 Ceremonial staff (7)
- 12 On ship (6)
- 14 Provide evidence for (6)
- 16 Conscript (7)
- 17 Closed litter (5)
- 19 Porcelain (5)
- 20 Increase (7)
- 21 Replicable (10)

DOWN

- 1 Serving to support (13)
- 2 Wealth (5)
- 3 Age discrimination (6)
- 4 Local language (7)
- 5 Absence (13)
- 6 Celebrity (4).
- 7 Dry red wine (6)
- 12 Advance evidence for(6)
- 13 Go back over (7)
- 15 Unhappy (6)
- 17 Colonial greeting (5)
- 18 Not ever (2,2)



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.



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

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.





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