

RMT *news*

Essential reading for today's transport worker

HANDS OFF NETWORK RAIL



INSIDE THIS ISSUE



SOUTHERN RAIL
'WHITEWASH'
PAGE 4



GREAT WESTERN
CLEANERS STRIKE
PAGE 7



TUBE STRIKE OVER
STATION STAFFING
PAGE 9



ORGANISE!
PAGE 18



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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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

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.



contents

Page 4

RMT SLAMS SOUTHERN RAIL 'WHITEWASH'

Page 5

DFT TO 'RIG' RAIL FRANCHISE MARKET

Page 6

TUBE DRIVERS' VICTORY

Page 7

GREAT WESTERN RAILWAY CLEANERS STRIKE

Page 8

UNSTAFFED TUBE STATIONS HIT HOME

Page 9

TUBE STRIKE OVER STATION STAFFING

Page 10

RAIL USERS PAY SIX TIMES AS MUCH AS OTHER EUROPEANS

Page 11

VICTORY FOR CLEANERS ON VIRGIN WEST COAST

Page 12

MIDLANDS SAFE TRAINS FOR ALL CAMPAIGN KICKS OFF

Page 13

NO DOO ON MERSEYRAIL!

Page 14

EU IMPOSES RAIL PRIVATISATION

Page 16

HANDS OFF NETWORK RAIL

Page 18

ORGANISE!

Page 20

SAFE AT HOME, SAFE AT WORK

Page 21

PRESIDENTS COLUMN

Page 22

POP ON THE POPPY LINE

Page 25

SCOTTISH PROTEST

Page 26

CARING FOR RAILWAY PENSIONERS

Page 27

SETTING THE EDUCATION AGENDA

Page 28

BADGE AWARDS

Page 30

CROSSWORD

EDITORIAL



READ THE FACTS

A four-page fact sheet on the Southern Rail guards' dispute has been included in this issue following disgraceful attempts by the company and the government to paint this as a political battle after losing the fight around the actual issues involved.

The fact is that Southern franchise owners Go-Ahead – operators of the worst performing rail service in Britain – is determined to introduce Driver-Only Operation on (DOO) with the support of the government in order for this dangerous model to be imposed across the rest of the network.

This dispute is not about opening and closing doors as the media claims it is about defending the myriad of safety-critical roles guards carry out every day.

It is not about the introduction of new trains as other major franchises guarantee a second safety-critical person on every new train.

And the latest whitewash from the government's rail financial watchdog the Office of Road and Rail (ORR) which claims it is safe, despite its own reports highlighting over 20 serious safety failures, proves that it is no longer fit for purpose.

Any other industry that had such safety failures would be put under special measures immediately.

Instead of trying to resolve the dispute the Transport Secretary Chris Grayling has threatened to ban strikes and to strip workers of their fundamental human rights.

Threatening to stop workers from taking action to protect passenger and staff safety is a recipe for carnage on our rail services. Private companies like Southern would be given the green light to rip up the safety rule book and to run riot with lethal consequences.

Dangerous cost cutting also

explains why London Underground management has allowed London's tube stations to descend into chaos as a result of unjustified job cuts.

In many areas even the legal minimum staffing numbers cannot be maintained without rest-day working. This relentless shortage increasingly leads to short notice changes to duty and constant changes of duty patterns.

That is why an LUL middle manager recently asked the company how he was supposed to convince staff to break strikes when "I completely agree with many of the issues raised by RMT".

The relentless drive for profit is also behind Tory government plans to hand track maintenance over to private train operators.

This is a clear attempt to take us back the days of Railtrack where private shareholder profit was prioritised over public safety which led to lethal accidents such as those at Hatfield and Potters Bar.

RMT MPs also pressed Shipping Minister John Hayes MP to draw up a legislative timetable for ending the national disgrace of pay discrimination in the UK shipping industry.

Ship owners cut their wage bill and UK seafarers because they are still able to discriminate against foreign seafarers by paying them less.

Every day seafarers continue to be exploited by rates of pay well below the UK minimum wages while ship owners enjoy massive tax breaks and a complete lack of accountability.

All these struggles amount to the same task, fighting for better conditions and pay for working people it is the main purpose of a trade union day-in day-out.

Mick Cash



RMT SLAMS SOUTHERN RAIL 'WHITEWASH'

RMT slammed the Office of Road and Rail's (ORR) report into Driver Only Operation on (DOO) Southern Rail as a complete whitewash that proves conclusively that it is no longer fit for purpose.

The government rail regulator claimed that DOO can be made safe despite its own reports highlighting over 20 serious safety failures.

The union said that any other industry that had serious safety failures would be put under special measures but with the government itself pushing DOO it was no surprise that this whitewash appeared on the eve of further strike action.

RMT said that it proved that the ORR was nothing more than an arm of the government, wholly committed to propping up the train companies.

The authors of the report took no evidence from trade unions and swallowed the distorted picture painted by Southern Rail.

The report also limited its

work to the issue of door control when there is a whole raft of safety issues that are allied to the question of DOO.

RMT general secretary Mick Cash warned that as a result

there was no genuinely independent safety regulation on Britain's railways, an appalling situation.

"The ORR is claiming to be an independent safety body when in fact they are a department of the government made up of Tory appointees and funded by the transport industry.

"RMT has no confidence in ORR whatsoever and will continue the fight for safety on Southern and across our railways and genuine, independent scrutiny free from central government," he said.

ASLEF general secretary Mick Whelan also said that the ORR report did not give DOO a clean bill of health.

"It doesn't say it is safe, merely that it can be safe.

"The company seems to



expect drivers to operate trains which it knows are unsafe – because it concedes the work the ORR wants done has not yet been completed – which proves, yet again, that this is all about putting profit before passenger safety,” he added.

Mick Cash said that there were far wider guards’ role of evacuating a train such as during an accident, fire or terrorist incident and a suite of other safety competencies.

“The recent derailment at Watford, where the guard evacuated the train alone, has been completely ignored which shows what a servile shambles the ORR really is.

“This unmitigated disaster of a forced introduction of an unsafe system has to stop, by breaching their own rules and not having competent staff in place the current system is not “a safe method of working”.

“The government now needs to urgently explain to the public why they are letting this basket case management of the franchise continue to wreak havoc on their daily lives and endanger their lives in the process.

“RMT will continue to fight for rail safety despite this coordinated attack from government, their wholly-owned regulators and the rip-off train companies,” he said.



WHAT THE DISPUTE IS ABOUT

- The standard rail industry operation is with a guard.
- This dispute is not just about closing or opening doors it is about the guarantee of the second safety critical person on the train for safety, security and accessibility reasons.
- It is not about the introduction of new trains. Scotrail, First TransPennine Express, Virgin East Coast and First Great Western are introducing brand new trains with the guarantee of a second safety critical person on every train.
- For employers and the Department of Transport the chief difference with Driver-Only Operation is cost as it is cheaper to run trains without a guard and that is the main driver for this change.
- With no guarantee of a guard on all services, vulnerable passengers will be disadvantaged, especially at unstaffed stations and on the train in the event of an emergency. This is particularly the case when many Govia Thameslink Railway stations are unstaffed.
- Disability groups have voiced their opposition to DOO and it is not clear whether Govia Thameslink Railway and the government have met their equality obligations

The special in-depth four page pull out has been inserted into this magazine further explaining the nature of this dispute

DFT TO ‘RIG’ RAIL FRANCHISE MARKET

Revelations in the media that the Department of Transport intend to rig the rail franchise market to ensure privateers have their profits protected must be explained to Parliament and rail passengers.

The Times newspaper revealed details of a ‘private meeting’ between Department for Transport’s managing director of Passenger Services

Peter Wilkinson and HSBC bank in which it was alleged the department would loosen financial agreements to “protect future franchises” and even “retrofit” existing franchises to alleviate the impact of any fall in passenger numbers.

Previously, Mr Wilkinson is on record as saying that staff that resist changes to working practices can “get

the hell out of my industry”.

RMT general secretary Mick Cash said that it simply confirmed what the union has been consistently saying for over twenty years.

“Train operating company profits are not earned in the market but politically fabricated out of regulatory obfuscation, political expediency and dodgy contracts which create

profitable positions for private shareholders in a subsidised industry.

“How the Managing Director of Passenger Services can be promising a bank protection for this bogus profit laundering franchising system is beyond belief and is something the Secretary of State must urgently explain to Parliament,” he said.



TUBE DRIVERS' VICTORY

Two sets of 24-hour strike action by drivers on the Piccadilly and Hammersmith and City Tube lines in separate disputes were suspended last month following successful talks with London Underground at ACAS.

RMT general secretary Mick Cash said that all objectives in the Piccadilly Line dispute had

now been achieved and that the union is committed to further talks aimed at a long term agreement on the Hammersmith and City Line.

"Talks with London Underground have proved to be positive and focussed and as a result we have been able to make enough significant progress to allow us to suspend

the strike action in both disputes that was scheduled for tomorrow evening.

"There is no question that the advances we have made have been down to the strength and resilience of our members in the workplace backed up by a determined and professional negotiating team.

"The solidarity that led to

the resounding ballots for action has been absolutely decisive.

"The union thanks its members and its officers for the exceptional display of unity which has enabled us to make serious progress in resolving the issues at the heart of these disputes," he said.



LIVERPOOL ADELPHI STRIKE ACTION

Low-paid workers at Liverpool's world-famous Britannia Adelphi hotel artook two days of strike action over Christmas after scrooge bosses flatly refused to negotiate on pay and conditions despite a huge rise in profits.

Despite Adelphi profits rising by 40 per cent to £1.14 million, helping Britannia to double its group profits and hand out a huge £35 million

dividend, the company remains a minimum-wage employer and refuses to discuss paying the Living Wage Foundation rate of £8.45.

As profits have risen, the hotel has added to staff anger by ignoring RMT's call to end zero-hours contracts, cutting room-cleaning times by 20 per cent, reducing staffing levels and even denying its workers free use of the hotel car-park.

RMT General Secretary Mick Cash said that it was shameful that the Adelphi's owners were sweating both their assets and their workforce while paying the lowest possible wages.

"Tourism in Liverpool is booming, yet Britannia is denying its staff a fair share of the profits they have generated.

"Britannia Group boss Alex Langsam has raked in a

personal fortune of £220 million on the backs of our members' labour, and they have had enough.

"Britannia can clearly afford to pay a living wage, and the company knows that RMT is ready to talk whenever they are, but RMT members have served notice that they will no longer be treated like Victorian-era servants," he said. ■



GREAT WESTERN RAILWAY CLEANERS STRIKE

RMT cleaners have taken a number of days of strike action over serious bullying, discrimination and poverty working conditions on the Great Western Railway (GWR) train cleaning contract operated by Servest UK.

A delegation of cleaners and their supporters also travelled to GWR's Swindon head office to deliver a petition.

GWR is hiding behind its subcontractor to avoid proper responsibilities to the workers who clean their trains.

The dispute involves cleaners working on GWR and is over a number of issues including: pay; parity with GWR Staff; annual leave; provision of safety clothing and an agreement for a permanent workforce and an end to the use of agency workers.

The union is calling for current agency workers to be made members of GWR staff to end the current situation of a two tier workforce.

Despite RMT requests for talks to discuss ways to resolve members' very serious

complaints, GWR has refused to commit to meaningful talks on making adjustments to their contract with Servest UK.

The strike days follow a ballot result where 98 per cent voted for strike action.

The issues have come to a head as a result of the failure of members' terms and conditions to be safeguarded when they were transferred over to Servest UK from Mitie on the GWR contract.

RMT general secretary Mick Cash said that cleaner members

on GWR would not stand by while they were mercilessly exploited by privateers, while rail companies filled their coffers as fares soar through the roof

"GWR and Servest UK can bring an immediate resolution to this dispute by immediately addressing the issues over pay and other grievances and starting the process of bringing these workers back in-house so that they are on the same terms and conditions as the rest of the staff," he said.

GREATER ANGLIA WORKERS BROUGHT IN-HOUSE

After a seven-year battle Abellio Greater Anglia has finally agreed to begin to bring agency workers in-house.

The union first went into dispute with National Express East Anglia back in 2009 over the use of agency staff. Abellio took over the franchise and it was agreed that a joint working party would be set up to bring agency staff in-house.

The first group in employed at Cambridge were transfer into the company as gateline operators with the scheme being monitored closely to determine the merits of bringing in further agency staff at other locations.

As well as negotiated levels of pay, the company has stated that other benefits would also follow such as sick pay, membership of the company pension scheme

and annual leave entitlement, with the opportunity for career progression within the company.

RMT general secretary Mick Cash said that it was an incredible achievement and all that all agency staff had wanted was decent working conditions, the opportunity to have job security and permanent employment within the company.

"I would like to congratulate

the lead officer and company council representatives who have worked tirelessly to pursue the company into bringing agency workers in house on decent terms and conditions.

"It is without doubt that their hard work and persistence has paid off and brought about a magnificently positive result," he said.

UNSTAFFED TUBE STATIONS HIT HOME

Passenger wanders onto track at unstaffed tube station Latimer Road

RMT has slammed London Underground management for allowing London's tube stations to descend into chaos as a result of unjustified job cuts.

The union had warned tube bosses again and again that the swingeing job cuts made earlier this year would leave many stations unstaffed and lead to the incident happened at Latimer Road where it took a passenger with a mobile phone to let London Underground know that a schoolchild had been wandering across electrified track while trains run.

In many areas even 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.

RMT general secretary Mick Cash warned that London's tube stations had been operating on the basis of members' goodwill and now that members were refusing to work six day weeks and additional hours the system was collapsing.

He was also furious that tube management were now spending huge sums to maintain the pretence that stations are properly staffed.

"London Underground has given non-operational staff a fraction of the training that station assistants get but claims this qualifies them to replace fully trained staff during industrial disputes.

"These 'travel ambassadors' are being offered up to three times the rate for a shift that would be paid to a station assistant.

"You just could not make it up, London Underground management paid severance packages to around 900 experienced station supervisors and ticket clerks and now they are offering unqualified admin staff and managers up to £250 a shift to avoid stations closing due to lack of staff.

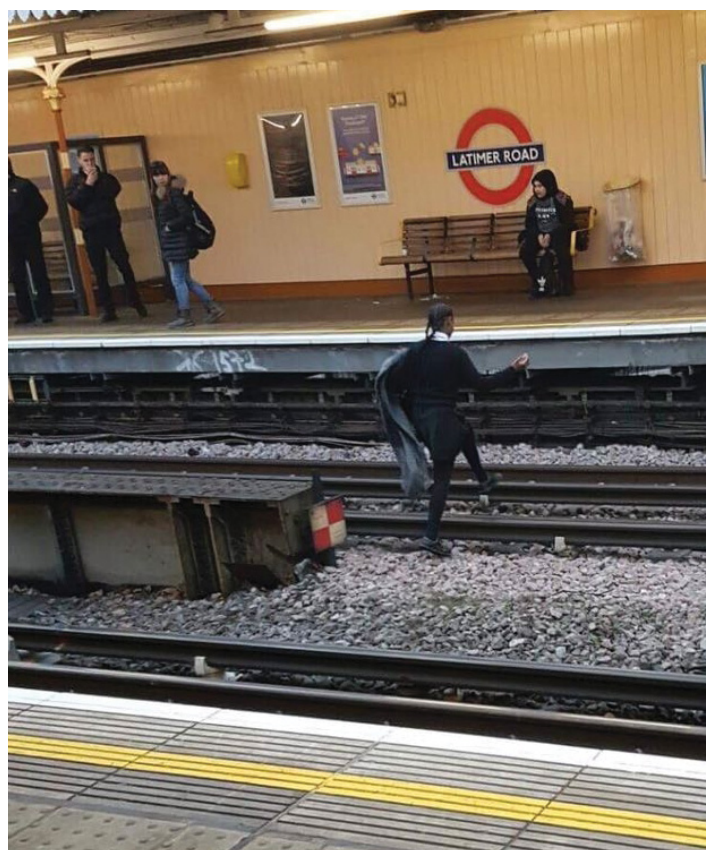
"Instead of throwing good money after bad, London Underground needs to recruit and fully train station staff to replace those they have cut".

RMT is demanding an immediate recruitment campaign and the restoration of jobs that were cut in London Underground's reorganisation earlier this year.

The name given by London Underground to new tube staffing arrangements Fit for the Future also include giving 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 last year 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

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.

TUBE STRIKE OVER STATION STAFFING

“How am I supposed to convince staff to break a strike/OT ban when I completely agree with many of the issues raised by RMT?”
LUL manager

Strike action over Tube station staffing and safety went ahead earlier this month after London Underground refused to tackle the growing crisis on the network.

Over 3,000 RMT station staff members were balloted for action over the impact on safety from axing nearly 900 front-line workers alongside the closure of tube ticket offices.

The cuts have left safety on a knife edge with the incidents at Canning Town and North Greenwich throwing the spotlight on dangers which are being worsened by the cuts

process.

The strike action follows revelations that Tube middle managers have told LUL Chief Operating Officer that the union is right.

A leaked record of an ‘Area Managers Briefing’ where senior Tube bosses met with area and line managers has exposed the chaos at London Underground stations following job cuts as part of LULs ‘Fit for the Future’ reorganisation that resulted in the closure of ticket offices on every station on the tube network.

RMT general secretary Mick

Minutes of a management meeting between LUL Directors and middle managers who are responsible for all aspects of a group of up to seven stations who are quoted as saying:

“None of the top leadership team have ever been an ACTUAL operational manager in LU. Do you really think there is a sufficient breadth and depth of knowledge?

Doesn’t having Area Managers (£65k) regularly having to personally keep a station open in place of a CSA (£30k) clearly show that Fit for the Future was a disaster?

Mark Wild (LULMD) was quoted at a Managing our Stations event saying we’d cut too far and the model wasn’t working, but aren’t the same people that designed the model doing the review?

If you took a straw poll of the room what proportion do you think would take Voluntary severance now? I’d guess about 50%. How do you fix it?

Isn’t Steve’s (Steve Griffiths LUL COO) acceptance that there will be a mandate for action ‘as usual’ (Referring to RMT’s ballot for industrial action) an indictment that we’re getting it wrong all the time, or more often than not?

“How am I supposed to convince staff to break a strike/OT ban when I completely agree with many of the issues raised by the RMT?”

Cash said that Tube unions had been warning LUL for two years that stations cannot function after so many job cuts and now their own middle managers are telling them the same.

He said that the union would not stand by while safety was

compromised off the back of cash-led cuts to staffing levels that the union had warned would have a serious, lasting and corrosive impact for staff and passengers alike.

“RMT members on London Underground stations see every day the toxic impact of the job cuts programme and they are reporting back that it is horrific.

“It has now also been shown that at management level there is agreement with the union that the cuts have been a disastrous mistake.

“With the constant overcrowding on stations and platforms it is only a matter of time before there is a major tragedy if we don’t act decisively.

Our dispute is about taking action to haul back the cuts machine and put safety back at the top of the agenda,” he said.





RAIL USERS PAY SIX TIMES AS MUCH AS OTHER EUROPEANS

Commuters to London pay £387 a month, compared with £61 in Paris or Rome and fares have shot up twice as much as wages

Rail commuters returning to work this month faced fresh fare increases, while spending up to six times as much of their salaries on rail fares as other European passengers, new research by Action for Rail has revealed.

Campaigners rammed the message home at over 100 stations around the country against fare rises and in support of public ownership.

UK workers on average salaries will spend 14 per cent of their income on a monthly season ticket from Luton to London (£387), or 11 per cent from Liverpool to Manchester (£292).

By contrast, similar commutes would cost passengers only two per cent of their incomes in France, three per cent in Germany and Italy, and four per cent in Spain.

The analysis also shows that rail fares have increased by 56

per cent since 2006, more than double the change in average earnings – 24 per cent – and inflation – 26 per cent.

Action for Rail, a campaign by rail unions and the TUC, point to Britain's privatised rail service as a key driver of costs. All other countries examined have lower costs for commuters.

TUC general secretary Frances O'Grady said that years of failed privatisation had created sky-high ticket prices,

overcrowded trains, understaffed services and out-of-date infrastructure.

"Private train companies are milking the system, and the government is letting them get away with it," she said.

RMT general secretary Mick Cash said that it should come as no surprise to passengers experiencing fare increases.

"Train operating company profits are not earned in the market but politically fabricated out of regulatory obfuscation,

political expediency and dodgy contracts which create profitable positions for private shareholders in a subsidised industry.

"Companies like Southern Rail and their French owners are even siphoning off cash to subsidise rail services in Paris and beyond.

"It's a national scandal and will only be stopped through public ownership of our railways," he said.

Country	Monthly season ticket cost	% of average monthly earnings
UK (Luton-London)	£387	14%
UK (Liverpool-Manchester)	£292	11%
Germany	£85	3%
France	£61	2%
Italy	£61	3%
Spain	£75	4%



VICTORY FOR CLEANERS ON VIRGIN WEST COAST

RMT has won a significant victory against compulsory redundancies for cleaners on Virgin West Coast working for Voith Industrial Services (Alstom Contract) and cancelled a ballot for industrial action.

In the complex world of contractors and sub-contractors on Britain's privatised railways the cleaning services are 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.

RMT had gone into dispute with Voith over the company's plans to re-organise staffing levels on the Alstom contract, which would have potentially cut 15 per cent of the overall

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

After negotiations the company announced that there would be no redundancies of any sort.

RMT general secretary Mick Cash congratulated members for supporting the union and thanked reps for their resolve and determination to defend member's jobs.

"The Virgin outfit can well afford to pay decent wages and need to be held responsible for the exploitation and abuse of support staff that is now rife on their services," he said.

WEST COAST CATERING VICTORY

Virgin West Coast's catering supplies service DHL has stepped back from reducing members pay to even lower poverty levels following a successful ballot for strike action.

The £30 million catering supply contract to Virgin West Coast Train services is held by the giant German owned DHL Global group was outsourced by Virgin in 2014.

The contract covers supplies of pre-prepared food, sandwiches, drinks, confectionary, crockery and cutlery for the delivery of on board catering services right the way through from London to Glasgow.

DHL had offered an increase of 2.2 per cent effective from July 1 2016 instead of the original anniversary date of April 1, effectively dragging

back the pay to the lowest of poverty thresholds.

However DHL returned with a one year pay deal effective from April 1 2016 to March 31 2017 which has been accepted in a referendum.

It has also committed to evaluate pay arrangements for all employees with the intention to address the union's claim for pay to be in line with National Living Wage Foundation rates inside and outside of London. This element will be reviewed with the union as part of next pay review.

RMT general secretary Mick Cash said that the union would not tolerate a grinding down of pay rates to poverty thresholds at a time when the political focus is all on lifting wages to decent, living levels.



MIDLANDS SAFE TRAINS FOR ALL CAMPAIGN KICKS OFF

RMT launched the Safe Trains For All campaign on London Midland last month across the region.

The campaign was launched following the recent Department of Transport announcement regarding the future of train service throughout the West Midlands and West Coast routes. RMT believes that government plans to a widespread attack on services.

This will include reduced service levels, reduced passenger safety, increased fares, introduction of Driver Only Operation (DOO), cuts to staffing, reduced safety standards, attacks on terms and conditions of employment, slashing pensions, reduced mobility and access, limited investment in new rolling stock or maintenance to be followed

by the introduction of a casualised workforce.

Protests took place from Birmingham New Street to Watford Junction and Milton Keynes to Leamington Spa.

The campaign will focus on five key areas to save services and station, engineering, maintenance and cleaning staff

RMT general secretary Mick Cash said that passengers on London Midland faced ever rising ticket prices, yet privatisation had led to a much reduced, over-crowded, poorly maintained, dirty and less safe railway service.

“Unfortunately worse is yet to come if the Department of Transport’s plans for the West Midlands and West Coast routes aren’t exposed and opposed.

“The Safe Trains For All campaign will highlight the fact

that London Midland is there to provide a safe and efficient essential service to local people, not to increase profits with an increase in dividends to shareholders, bonuses for senior executives and ultimately subsidising the owning French or Dutch railway networks,” he said.

RMT regional organiser Ken Usher called on commuters and regular rail users, communities groups, disability support groups, together with local and regional politicians to support this long-term campaign to protect transport networks as an asset for all.





NO DOO ON MERSEYRAIL!

Merseyrail guard prevents an assault underlining the fact that safety-trained guards are an essential part of train-crew

RMT lobbied a meeting of Mersey Travel against plans to cut guards on Merseyrail trains last month.

The Liverpool City Region Combined Authority – which brings together the six councils of the city region – will borrow £460 million from the European Investment Bank to bring in Driver-Only Operation (DOO) on behalf of Merseytravel.

RMT general secretary Mick Cash said that Merseytravel had decided that it could not afford to run safe trains with guards, so it intended to run unsafe ones and ramming through DOO.

"RMT has made it clear that we will do whatever is necessary to defend the safety of our members and the travelling public.

"If Scotrail can introduce new trains and retain guards, then so can Merseyrail

"We will now be seeking assurances from Merseyrail that it has no intention of removing safety-trained guards from any of its trains," he said.

The move to abolish guards came as news broke that a train guard had prevented a sexual assault and led the victim to the safety of his cab, before alerting police and ensuring she was able to get home safely.

British Transport Police is investigating the incident which took place on a Merseyrail train travelling between Liverpool Central and Moorfields station shortly after 8.30pm on December 6.

A poll commissioned by RMT also revealed that some 78 per cent of weekly Merseyrail users would oppose moves to remove the network's 200-plus on-board guards and introduce driver-only operation.

Of those surveyed, 98 per cent currently felt safe travelling on the network – but more than two-thirds said that they would feel less safe if guards were axed.

"Incidents on Merseyrail in the last few months alone should make it clear that fully safety-trained guards are an essential and indispensable part of train-crew, and that Merseytravel must find a way of financing new trains that does not compromise safety.

"RMT and our sister unions have made it clear that we will not accept the dilution of safety that the removal of guards would mean, and the authority should already be well aware that Merseyside cannot afford to lose more than 200 skilled guards' jobs," said Mick Cash.

EU IMPOSES RAIL PRIVATISATION

EU parliament finally rubberstamps European Commission demands for wholesale 'liberalisation' of European railways

To little fanfare the European Parliament quietly voted to adopt the final wording for the market pillar of the Fourth Railway Package last month, concluding almost five years of intense corporate lobbying for European Commission proposals for mass privatisation.

The so-called market pillar demands 'free market' mechanisms to be imposed on all railways across the EU and a formal implementation

timetable will be released soon.

The European Commission first introduced rail directive 91/440/EEC on July 29 1991 demanding the separation of infrastructure undertakings and operations, open access for international undertakings and the introduction of track access charges.

John Major's Tory government adopted the directive wholesale when it privatised British Rail. The

Railways Regulation 1992 was introduced under Section 2(2) of the European Communities Act 1972 in order to comply with the directive.

The final version the market pillar of the Fourth Railway Package revises Regulation 1370/2007 on the award of public service contracts. This demands the opening of the market for all domestic rail passenger services.

Competitive tendering will be

imposed for public service contracts by December 2023, with exceptions permitted under specific circumstances and direct award contracts required to include performance and quality targets.

Open access operators will be able to compete on domestic routes from December 14 2020, although restrictions designed to ensure the continuity of subsidies will be permitted subject to 'objective economic



analysis' by regulators.

There will also be amendments to Directive 2012/34 on the Single European Railway Area. These will also open the domestic passenger market.

The Fourth Railway Package included technical and market pillars. The three measures comprising the technical pillar were agreed in June 2015 and formally adopted by the Parliament on April 28.

However, the market pillar was more controversial, with marked differences in opinion between member states, the Commission, Parliament and the Council of

Ministers.

Following the introduction of 'compromise' proposals by the Luxembourg Presidency in autumn 2015, a provisional agreement on the final wording was reached during horse-trading negotiations on April 19 and revised texts were formally adopted by the Council of Ministers on October 17.

These incorporate some changes from the Commission's original 'liberalisation' proposals supported by business groups like the European Rail Freight Association.

The final texts were endorsed by the Transport and Tourism

Committee (TRAN) on December 5 and rubberstamped by the European Parliament at a plenary session in Strasbourg on December 12. TRAN committee chair Michael Cramer and vice-Chair Dominique Riquet opposed ratification, with Cramer arguing that the revised texts 'bring no improvements'.

RMT had long expected the acceptance of the neoliberal and privatising EU model for railways by EU institutions.

RMT general secretary Mick Cash said that other EU member states will now have to suffer the fragmentation and chaos on

rail networks Britain has had to endure now for over 20 years.

"EU directives and packages designed to hand over entire rail networks across Europe have never been democratically endorsed.

"These policies have been disastrous leading to the highest fares in Europe, asset stripping and the dangerous cost-cutting which directly led to tragedies like Potters Bar and Hatfield.

"This is one more reason why RMT support withdrawal from the anti-democratic and fundamentally neoliberal European Union," he said.

EU TRANSPORT PRIVATISATION TIMELINE

1957 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 implementation of the principles of the market economy" in transport.

1972 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 www.ert.be draws up plans for Trans-European Transport Networks (TENs) strategic transport corridors complete with privatised railways.

1986 Single European Act enacted includes plans for an internal EU market for goods and a transport infrastructure (TENs) as the physical backbone of the internal market.

1991 EC introduces rail directive 91/440/EEC on July 29 1991 demanding the separation of infrastructure undertakings and

operations, open access for international undertakings and the introduction of track access charges.

1993 Tory government privatises British Rail along the lines of the EU directive. The Railways Regulation 1992 introduced under Section 2(2) of the European Communities Act 1972 to comply with the directive.

2001 First Railway Package demands 'liberalisation' of EU rail freight, implemented in Britain in November 2005

2004 Second Railway Package demands 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 passenger rail services requiring open access in all EU member states by January 1 2010.

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

2012 First Railway Package 'recast' to establish a single European railway area and outlaws member states from using the "holding model" to manage rail infrastructure and train operations within the same parent company

2013 European Commission publishes a Fourth Railway Package which requires compulsory competitive tendering of all rail services.

2014 Member states are divided on the Package and when the proposals reached the European Parliament MEPs made amendments but without providing the legal right to renationalise.

2015 The European Council agrees on October 8 that mandatory competitive tendering should be the main way of awarding public service contracts.

2016 The European Parliament rubberstamps the 'market pillar' of the EU's Fourth Railway Package allowing operators complete access to the rail networks of all member states to operate domestic passenger services.



HANDS OFF NETWORK RAIL

RMT to fight Tory plans to
privatise Network Rail and
hand control of track to
profit-driven train
operating companies

The Tory government plans a major reorganisation of the railway which would see track maintenance handed over to private train operators.

Protesters were outside (left) when Transport Secretary Chris Grayling made the announcement at the Policy Exchange in central London in the middle of action by guards on Southern Rail in their fight for safety.

The union warned that Grayling was simply opening the door to the phased privatisation of Network Rail and rail infrastructure – turning the clock back to the lethal days of Railtrack.

A plan was also unveiled for the private sector to fund, construct and operate an East West Route from Oxford to Cambridge on a similar basis to Crossrail. The first the union heard of this was via the press.

The union has written to Network Rail expressing alarm at the manner in which it has been kept in the dark.

RMT general secretary Mick Cash said that it was a clear attempt to take us back to the days of Railtrack where private shareholder profit was prioritised over public safety.

“This is the Tory government dragging the railways back to the failed and lethal Railtrack model of the private sector running infrastructure.

“There is no question that this plan represents the piecemeal privatisation of Network Rail which will see both train operations and track run by the same bunch of companies who have failed so abysmally over the past two decades.

“The idea that what Britain’s railways need is more privatisation is ludicrous.

“The introduction of the profit motive into infrastructure raises again the spectre of Hatfield and Potters Bar and the other grotesque failures that led to the creation of Network Rail.

“What the country really needs is a publicly-owned railway run in the public interest free from greed and exploitation.

“RMT will fight any moves to privatise Network Rail with every tool at our disposal,” he said.

Since the creation of Network Rail constructive relationships have been developed which have benefited the railway, passengers and staff.

Network Rail privatisation had also been ruled out by the Shaw report last year dismissed privatisation of the whole company or its break up.

Network Rail chief executive Mark Carne is also on record as saying: “I am not in favour of breaking up Network Rail.”

EAST-WEST RAIL

The proposed private sector construction and operation of East West Rail, operated without Network Rail involvement, also create further concerns over the private control of the track.

Network Rail is claiming that it will be involved in the East-West Rail project but only through one of their non-executive directors Rob Brighouse chairing the new body.

Originally the western section of East-West Rail was called Evergreen 3 and the work was to be undertaken by BAM Nutall part funded by Chiltern Railways who would oversee it. Chiltern – owned by Deutsche Bahn given a 20-year franchise on the basis of delivering projects like this.

Network Rail said that it was unhappy with Chiltern Railways plans and that they were “increasing the workload of Network Rail engineers” and “creating significant amounts of rework and re-review that otherwise would not occur”.

After running months late in 2011 the Office of Rail and Road said that there was “zero possibility of it being delivered on time”. As a result Network Rail was brought in to sort it out and took control from Chiltern. In the end most of Evergreen 3 was funded by Network Rail.

The project had been used by the government to justify long-term franchises and, following McNulty, they would make TOCs

invest in the infrastructure.

But the fact that it failed and that Network Rail had to pick up the pieces shows what a disaster the policy is.

According to the New Civil Engineer back in 2010: “Senior

industry sources said that the move casts doubt on the government’s plans for railway reform, which are likely to hand control of maintenance and upgrades to train operators”.



EFFECTS OF FRAGMENTATION OF THE RAILWAY CAUSED BY PRIVATISATION

- An increase in the number of unsafe acts and poor stewardship of the network
- A worsening of track quality
- A breakdown in staff training which has contributed to trackside fatalities
- A damaging loss of the traditional ‘rail culture’ focused on safety
- An exacerbation of skills shortages in key maintenance jobs
- A “blame game” between companies whose first loyalty is to shareholders
- A breakdown in control of contractors and sub-contractors working on the track
- An effective supply-side cartel among maintenance contractors, leaving companies stripped of contracts in one area as a result of poor work being reintroduced elsewhere



ORGANISE!

Organise in 2017 to increase RMT membership and bargaining power at the workplace

The union has developed a far-reaching organising strategy for this year to increase membership levels in every sector and grade that the union organises in.

RMT membership now stands at over 87,000 which is a 28 per cent growth since 2002 which is a success story in itself. This is also a good basis from which to build even stronger membership levels in order to represent transport, maritime and offshore workers.

This recruitment strategy will include a branch organising day around June 13 on the anniversary of Bob Crow's

birthday.

RMT South Essex branch secretary Derrick Marr proposed the idea at an RMT national organising strategy meeting held in Doncaster last year attended by regional organisers and regional council chairs and secretaries.

The union agreed for all branches and regions to include the day as part of their organising plans that are now required under rule following the 2015 annual general meeting.

"This event should be promoted every year along with other annual events in order to

create a worthwhile memorial to Bob Crow and hopefully achieve the total membership figure Bob aspired to achieve of 100,000 members an actual reality," he said.

BRANCH PLANS

The same meeting heard presentations from RMT general secretary Mick Cash and Alan Pottage of the organising unit which recognised that while the union's success was based on the hard work in every region but there is a lot more work to be done.

This included the need to develop branch plans and holding planning and development days to assist branches using a national template.

Alan Pottage said that the union's success was down to the fact that RMT was a strong union "because we fight, campaign and deliver on behalf of our members and we can only do this if we are well organised.

"This means that it is essential that we fulfil our responsibilities to organise all workers who work in the industrial sections that we organise in," he said.

Mick Cash said that

organising was now a core part of the union Rule Book.

"The Rule book was agreed by our annual general meeting and these decisions are binding.

"Our AGM in 2015 unanimously decided that all of our 221 local branches must have a plan to organise all workplaces within their area of responsibility," he said.

In order to help branches comply with their responsibilities a series of meetings have been held in all regions to help draw up plans of action. These branch plans are then submitted to the regional secretary who can then include all plans into their annual reports due each February.

The implementation of the branch plan is crucial and progress will be reviewed at regional and national level. This includes ensuring that all workplace induction courses are covered by a union speaker. Elected reps are normally entitled to paid release to carry out this important function. They are also the most appropriate person to recruit and organise as they deal with the day-to-day issues relative to potential and existing members.

It has been agreed that regional organisers and the

ORGANISING: Activists in the North West meet



organising union will provide as much assistance as possible including mapping exercises to identify membership density and in order to prioritise target areas.

ORGANISING CONFERENCES

The annual general meeting also developed the concept of using grade conferences as industrial organising forums.

As a result, under Rule 12, Clause 4 of the rule book, "the primary role of the industrial organising conferences for their delegated sectors is to develop strategies for the better union organisation of workers in their sectors".

The idea is that on top of debating important issues facing the grade and dealing with motions delegates can develop strategies for learning, education and training of representatives and activists through networking and communication.

All these developments and ideas should be passed on to the National Executive Committee in order to support of the union's overall national organising strategy.

Many grades have also developed charters for each grade including engineering,

catering, cleaners and train crew all of which contain membership forms. These documents set out the aspirations of the union and encourage the recruitment of workmates into the union to increase unity and strength at the workplace where it matters.

Study the chart on page 27 to see when your industrial organising conference takes place this spring and try and get along, ask your branch secretary for details. Every issue of *RMT*

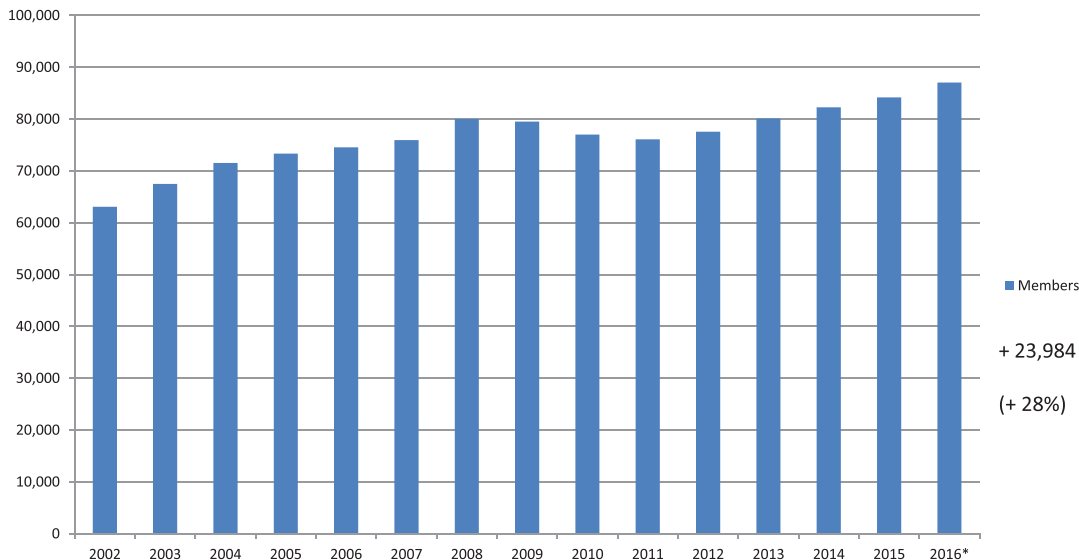


News also contains a membership form and a simple way of recruiting is to hand your copy to a workmate of

leave copies, available from head office, in mess rooms and on notice boards.

RMT SUCCESS 2002 - 2016

RMT Members Dec 2002 – Aug 2016



SAFE AT HOME, SAFE AT WORK

RMT backs campaign to prevent and eliminate workplace harassment and violence against women

RMT recently sent delegates to a European TUC conference in Madrid to launch a campaign to eliminate workplace harassment and violence against women.

Kathy Mazur and Michelle Rodgers from the National Executive Committee attended

the "Safe at home, Safe at work" which set out a common strategy to deal with the issue.

"We have come back from the conference determined to do all we can within the union to end violence against women.

"We have heard harrowing

stories from many countries about both domestic violence and violence against women at work, but it is very much a problem here in the UK and we must play our part in raising awareness about this issue," said Kathy and Michelle.

Conference was told that one in four women will experience abuse but women will be assaulted as much as 35 times before seeking help and it was the biggest killer of women aged 19 to 44.

Violence against women at work can take many forms; at

work the most common is sexual harassment. A study on violence against women by the Fundamental Rights Agency (FRA) found that 55 per cent of respondents had experienced sexual harassment at least once in their lives. A survey poll of 1,533 women in Great Britain carried out by the TUC found that the impact of harassment is devastating for victims, and is bad for productivity and workforce morale. More than half of all women and nearly two-thirds of women aged 18 to 24 said they have experienced sexual harassment at work including sexual jokes, sexual advances, unwanted touching.

It is an issue for trade unions because domestic violence leads to problems at work. Non-attendance is a common problem, with the real reason never being told until the individual is at the point of losing their job.

Sometimes the victim's partners will be employed at the same company and speaking out is not an option. Over 75 per cent of domestic abuse victims are targeted at work, 56 per cent arrive late for work at least five times a month and 28 per cent leave work early.

It is also a health and safety issue and employers have a legal responsibility in promoting the welfare and safety of all staff. It is important that the issue is not ignored in the workplace but understood as a serious recognisable and preventable issue.

Domestic violence, whether occurring at the actual place of work, on the way to or from work, can take on multiple forms including bullying, sexual



Kathy Mazur and Michelle Rodgers

harassment, threats of violence and stalking.

As a trade union RMT addressed the problem nationally in 2013 by producing a model domestic violence policy which was drawn up by the National Women's Advisory Committee after taking the advice from the organisation Women's Aid.

RMT now tables this policy with all employers with whom it has collective bargaining rights and continually requests that such a policy is recognised.

This policy seeks to protect against further acts of violence whilst at work and to also provide support to the victim.

Women can also experience violence at work, not related to a domestic relationship, but from other family members, colleagues or members of the public. It can occur at or outside the workplace and can range from threats and verbal abuse to physical assaults and homicide, one of the leading causes of job-related deaths. However it manifests itself, workplace violence is a growing concern for trade unions, employers and employees nationwide.

Violence against transport workers is one of the most important factors limiting the attraction of transport jobs for women and breaking the retention of those who are employed in the transport sector.

The women's committee of the European Transport Worker's Federation has drawn up a survey to collect data and evidence on workplace violence against women in the transport sector in Europe. RMT will be supporting this call for evidence by emailing and texting the link to this survey to all female members and encouraging them to take part.
www.surveymonkey.de/r/LZTWFMen

Please do take the time to fill in this short survey, your replies will be treated in confidence and will assist to convince employers of the severity of the issue.

President's column



IT REALLY IS ALL ABOUT SAFETY!

I am just entering my second year as your President and have been fortunate to meet many of you and I look forward to attending as many branches and conferences as possible this coming year to hear members' views and discuss the challenges ahead and as an all grades union there will be many!

Watching the BBC's One Show trying to discredit our dispute on Southern, as well as any other disputes that RMT is currently involved in, was extremely annoying but not particularly surprising. In the weeks leading up to the programme, we saw the predominantly Conservative national newspapers deliberately misrepresenting our reasons for taking action.

The BBC stopped being a trustworthy organisation long ago and you only need to look at the biased reporting regarding Jeremy Corbyn to see that it has become nothing more than the mouthpiece for the rightwing press.

According to research by the Media Reform Coalition, most BBC reports on Corbyn were loaded even though TV news providers are supposed to be governed by rules on impartiality and balance.

It is a complete disgrace to show footage of myself from September, speaking at a political fringe meeting during last year's Trade Union Congress entitled "Cameron's gone - get the rest of the Tories out!" and then pretend that I was referring to our Southern dispute. So why would I want the Tories out?

Maybe it is because I dislike watching our beloved National Health Service in meltdown and being softened up, ready for full privatisation. Indeed, in the last week we have seen £57 million given to private firms that block

GP's from referring patients to hospitals. The junior doctors have long warned us about the dangerous government agenda being driven through by Jeremy Hunt and others.

Or could it be that I don't like the fact that we have over a million people queuing up at food banks and 1 in 5 parents are skipping meals so that they can feed their children? (Trussell Trust). These are shocking statistics considering we are supposed to be the fifth richest country in the world.

I am still sickened by the government's budget last year that cut £4.4 billion from people that are too ill to seek full employment and then used the clawed back money to fund tax breaks for the rich!

The Tories misguided austerity plan is just one more reason. Large - scale Public Sector redundancies, pay cuts and pay freezes lead to reductions in household disposable income and when people spend less, it creates a problem in the Private Sector. The end result is Private Sector austerity following on from the Public Sector austerity. Each household in Britain currently has an average unsecured debt of thirteen thousand pounds, not including mortgage debt. Globally, the 62 richest billionaires own as much wealth as the poorest half of the world population and one per cent of people own more wealth than the other 99 per cent (Oxfam, 2015-2016).

So while RMT is an industrial trade union and all the disputes we are involved in have their own particular issues, we are also proud of our political history and we continue to strive for a better society for all.

"Never argue with stupid people, they will drag you down to their level and then beat you with their experience"- Mark Twain

POP ON THE POPPY LINE



The award-winning heritage North Norfolk Railway is a fundamental part of the coastal economy

The heritage North Norfolk Railway (NNR) has been recognised for its contribution to the local economy in Norfolk, winning the 2016 Norfolk and Suffolk Attractions best large attraction award.

This prestigious award comes at a time when the railway has recently completed a number of impressive projects including the impressive new Tourist Information centre, shop and toilets at Sheringham station.

The beautifully restored station is smack bang in the town centre and local businesses support the NNR – known as the ‘Poppy Line’ – as without it Sheringham would not be the bustling town that it is.

Other expansion plans include the purpose-built machine shop and a boiler overhaul facility at the Weybourne Engineering works costing just under a million pounds.

Retiring general manager Trevor Eady said that the NNR

was delighted to receive the award which recognised the efforts of all the railway staff and volunteers.

“The North Norfolk Railway has over the past few years developed its services and events including this year the first dining trains operating through to Cromer on the main line.

“We are very aware that you cannot stand still and that new elements have to be added to ensure continued interest.

“Changes to the timetable now allow additional trains to be added providing the opportunity to highlight some of the older stock including the vintage train and the Wooden Quad Art Coaches.

“The railway now handles around 166,000 passengers a year with many more visitors just visiting the stations and museum.

“The education department hosts visits from around 100

schools a year providing historic experiences for children,” he says.

The NNR runs between the coastal town of Sheringham and Holt with two stops between them – Weybourne and Kelling Heath. These request stops have lots of fantastic walks through the woods. Steam trains only stop there on the journey from Holt as the hill is too steep for them on the way to Holt to get started again, diesel services





stop both ways.

Trains cut through the countryside to the east of Weybourne with views of its windmill and passes through the well-preserved country station which also houses a locomotive shed together with a carriage maintenance and restoration centre.

The line, which is just over five miles long, once formed part of the Midland and Great Northern Joint Railway before Beechings' axe came down.

Work on rebuilding the line started in 1965 and by June 1967, two steam locomotives were delivered. In 1973, the railway was the scene of filming for the episode 'The Royal Train' of the classic TV programme Dad's Army.

In 2010 the line was reconnected to the National Rail network station at Sheringham via an 'occasional use' level crossing.

The main restoration sheds are at Weybourne. They can accommodate four standard length coaches and six large steam or diesel locomotives. New carriage storage sheds have been built near Holt with Heritage Lottery funding. These have the capacity to store the equivalent of 18 coaches. The railway is operated mainly by around 400 volunteers, about 20 per cent of which currently work on the railways, as well as around 50 full-time staff.

There is also a junior club for members who are aged between

10 and 15. Every year there is a volunteer of the year award and for the 'junior volunteer of the year'.

The NNR organises the usual programme of seasonal special events including two steam galas, a diesel gala, Santa and 'Thomas' days and an annual beer festival.

Holt station is also being developed, including installing the weighbridge from Cambridge station, putting up a footbridge, and erecting a 'carriage house' to replicate the houses made with old railway carriages in the war years.

The signal box at Holt is over 100 years old and was restored on-site. The full signalling system, with 14 signals as well as the box, was commissioned in 2009 – winning the Heritage Railway Association signalling award for that year.

It also has a large model railway, gift shop and tea room with picnic tables and a museum built to display artifacts from the Midland and Great Northern Joint Railway.

Holt station is not in the town itself which is about a mile away but there is a lovely old Routemaster bus that sometimes operates the route.

NNR staff are always friendly and polite and more than happy to assist. Watch out for their event days as they're a really good day out whatever the weather. ■

For more information go to:
www.nnrailway.co.uk



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)

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PROTECTING AND PROMOTING OUR MEMBERS' INTERESTS





SCOTTISH PROTEST

RMT activists and officials took our high profile Save Our Seafarers and Safer Scottish Trains campaigns to the official residence of the First Minister of Scotland on St Andrew's Day. A demonstration was held

outside the official residency preceded and followed by a colourful and noisy march from and back to Edinburgh Waverley Station which was witnessed and supported by thousands of Christmas shoppers and tourists."

Enjoy cashback on your everyday shopping!

WIN £300!

Looking for a card that will get you more from your shopping? RMT members can earn between 2.5% and 6% cashback at over 50 big name stores including; Sainsbury's, ASDA, Argos, Boots, M&S, Debenhams and many more⁽¹⁾ with the RMT Prepaid Plus Cashback card.

It's not a credit nor a debit card – it's a prepaid card. You load it with money before you shop, rather than paying for it afterwards, so there's less chance of going over your budget. Plus, there's no limit to how much cashback you could earn, no credit checks and no application fees. All this for just £2.95 per month!



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To apply for the RMT Prepaid Plus Cashback card you must be an RMT member. There will be identity checks as part of your application but no credit check.
*To be entered into the prize draw you must successfully apply for an RMT Prepaid Plus Cashback card or be an RMT Prepaid Plus cardholder before 31st March 2017 (no cash alternative). The prize £300 which will be loaded onto your RMT Prepaid Plus Cashback card. Full prize draw rules at www.RMTprepaid.com/win. (1) Range of retail partners and cashback rates are subject to change. Some retailer exclusions apply. The RMT Prepaid Plus Cashback card is free to apply for. There is a monthly fee of £2.95, which is charged within 30 days of successful application. The RMT Prepaid Plus Cashback card is operated by RMT Prepaid Plus, a trading name of Union Income Ltd, 39/51 Highgate Road, London, NW5 1RT Tel: 0344 846 8063. Registered in England and Wales, number: 0695562. Web: www.rmtprepaid.com. Union Income Ltd is a trading company in the Embignell group.

CARING FOR RAILWAY PENSIONERS

British Transport Pensioners Federation chairman Les McDowell outlines the work of the British Transport Pensioners Federation

The British Transport Pensioners Federation (BTPF) was founded in 1948. It provides a voice for everyone that has retired from our great railway industry.

It is one of the few recognised organisations that works to protect and maintain the wellbeing of

Railway People in retirement and over the years it has helped secure many financial benefits

for retirees and their dependents, as well as improvements in their travel facilities.

We do this through regular direct contact with Railway Pensions Management and Investments (RPMI) and a BTPF member is currently a Director on the Board of the Railway Pensions Trustee

Company Ltd. BTPF members are also trustees of a number of Railway Pension Scheme Pension Committees.



Left to right: Roy Sheridan, Secretary; Les McDowell, Chairman; John Harrison, Vice Chairman; Chris Jago, Treasurer; and Mike Speagell, Membership Secretary.

A close relationship with Rail Delivery Group on all matters relating to free and privilege travel.

Members also lobby Parliament through our affiliation to other pensioner bodies including the National Pensioners Convention.

The BTPF also works closely with trades unions to help safeguard benefits and pensions.

Just as important is the

welfare support and advice we give to people in retirement. We also promote communications between like-minded people and social activities with former colleagues across all our branches. Such activities include day trips by rivers, roads and abroad, theatre trips, dances, lunches, and talks given by interesting and sometimes well-known speakers.

Details are available on the BTPF website of the 50 branches spread throughout the UK and membership is enjoyed by over 12,000 people. You would be welcomed as a member of the Federation and your relatives and friends are able to attend our meetings. ■

For more information e-mail us at: answers@btpf.org
To join up our website address is: www.btpf.org

FIRST EVER 50-YEAR BADGE!

RMT Glasgow shipping presented Dugald MacLachlan with the union's first ever newly-struck 50-year service badge. Dugald first went to sea in about August 1961 on the Caledonian MacBrayne steamer Loch Earn and joined the NUS in 1964.

He then joined the Columba and stayed on her until September 1965 before transferring to deep sea operations. His first ship was the Waiwera a Shaw Savill reefer

which was docked in Melbourne during the 1966 seamen's strike. Dugald carried out various other pool jobs before joining Scottish ship management in 1971 where he stayed until 1986.

After 16 months on a Ben Line Tanker he returned to the coast and joined the Isle of Mull in 1988 and he has been ever since. "I have enjoyed my time at Sea and the protection of the NUS/RMT and will continue to do so for a few more months yet," he said. ■



SETTING THE EDUCATION AGENDA

RMT education conference takes place on March 14 2017 at the Bob Crow National Education Centre

RMT has a wide-ranging trade union education programme delivered at the Bob Crow National Education Centre in Doncaster and across the regions by our own trained lay tutors.

The direction and policies that underpin this considerable area of the unions work are of course through the Annual General Meeting and the National Executive Committee (NEC).

There is a national education advisory conference and a national education advisory committee. Subject to being nominated by your region or branch, these are open to all RMT members. This year's

national education advisory conference meets at the Education Centre on Tuesday March 14 2017, commencing at 10.00hrs.

The conference is an opportunity to discuss and agree resolutions for consideration by both the NEC and AGM on education and learning. These two bodies were set up to form part of the democratic process to develop our education and learning work. So all members, officials and tutors with a view on this key area of union activity should seek the support of their branch or region to attend both and help shape the future of RMT education.



RMT INDUSTRIAL ORGANISING CONFERENCES AND EQUALITY ADVISORIES FOR 2017 FOR MORE INFORMATION CONTACT YOUR BRANCH SECRETARY

Health and safety conference	Doncaster	February 22
Young members' conference	Salisbury	February 24 – 25
Signalling and Operations Grades	Hull	February 25 – 26
Women's conference	Ryde	March 3 – 4
Transport cleaning workers conference	Doncaster	March 4– 5
Supervisory and associated grades conference	Portsmouth	March 11–12
Catering grades conference	Newcastle	March 11–12
Education conference	Doncaster	March 14
Black and ethnic minority conference	Edinburgh	March 24– 25
Train Crew and Shunting Grades conference	Nottingham	April 6– 7
Bus workers conference	Barnstaple	April 7 – 8
Retired members' conference	Doncaster	April 20
Engineering grades conference	Norwich	April 20 – 21
Road freight conference	Gt Yarmouth	April 22
Station staff and associated Grades	Liverpool	April 28– 29
LGBT+ members' conference	Aberystwyth	May 19–20
Branch regional council secretaries	Inverness	May 27– 28

GETS TO WORK WHEN YOU CAN'T



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
RRP £89.99



Members that take out an RMT Income Protection policy before 18th November 2016 will automatically be entered into a prize draw to win a Fitbit Charge HR Heart Rate and Activity Wristband.

INCOME PROTECTION COVER CAN:

- 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.

8005 (09-2016)

RMT Kindle Fire Competition

UIA Mutual is offering RMT members the opportunity to win a Kindle Fire worth £89.99.

To enter the competition all you need to do is complete the short form at www.uia.co.uk/rmtcompetition.

The closing date for this competition is 28 February 2017.
For full terms and conditions please see www.uia.co.uk/terms-conditions.



DERBY SURPRISE

Derby branch welcomed general secretary Mick Cash to award three 40-year long service awards to Paul Baxter, Edward David, David Lloyd, John Whelan, David Williamson and a 10 year badge to Mark Cumberland.

A special surprise presentation

was also given to Ken Usher who had reached his 40-year membership in the union. Ken hadn't received his badge from his own branch so Derby didn't want to see him missing out so the general secretary did the honours.



STOCKPORT HONOUR

Stockport branch presented a long service award to Bob Cross Chinley MOM and RMT rep LNW North.



DOVER AWARD

RMT president Sean Hoyle presented a 40 year medal to Les Burgess of Dover shipping branch.



EAST HAM AWARD

Assistant general secretary Steve Hedley presented 10-year service badges to East Ham branch secretary Lorna Tooley and Chris Hodgson.

KEEP UP THE GOOD WORK

Dear editor,

Well done RMT for some superb articles in the latest RMT News! I particularly liked the article London fares, German profits.

I think RMT (maybe jointly with ASLEF/TSSA) should run a massive country-wide campaign using factual information from the Train Operating Companies own submitted accounts and from Freedom Of Information Act requests.

We need to educate fare paying passengers on all UK rail operators as to exactly where the money that they have paid for their very expensive rail ticket actually goes to.

I feel it would be a great way to get the fare-paying passengers on

our side and also to help Labour and the union's work towards renationalisation of our railways, especially as it is education and not industrial action.

The vast sums of money put back into the government by East Coast when it was operated by Directly-Operated Railways is a prime example. Most of our passengers also do not realise that a proportion of what they have paid actually goes to subsidise the fares of state railway passengers in Germany, France and Holland let alone what is paid out in massive salaries to company directors and in dividends to their shareholders. Keep up the good work.

Regards,

Ian Dix, Conductor (TPE), Preston

PICCADILLY AWARD



RMT assistant general secretary Mick Lynch attended the Piccadilly and District west branch last month to present 10, 25 and 40 year badges. Two-40 badges were presented to Fitzroy Hector and Stuart Thain who stated "as a QPR fan I would accept any medal". It was a successful night with speeches from Eve Turner of Ealing trades council and Anabela Hardwicke of Kensington and Chelsea residents committee and RMT regional organiser John Leach.

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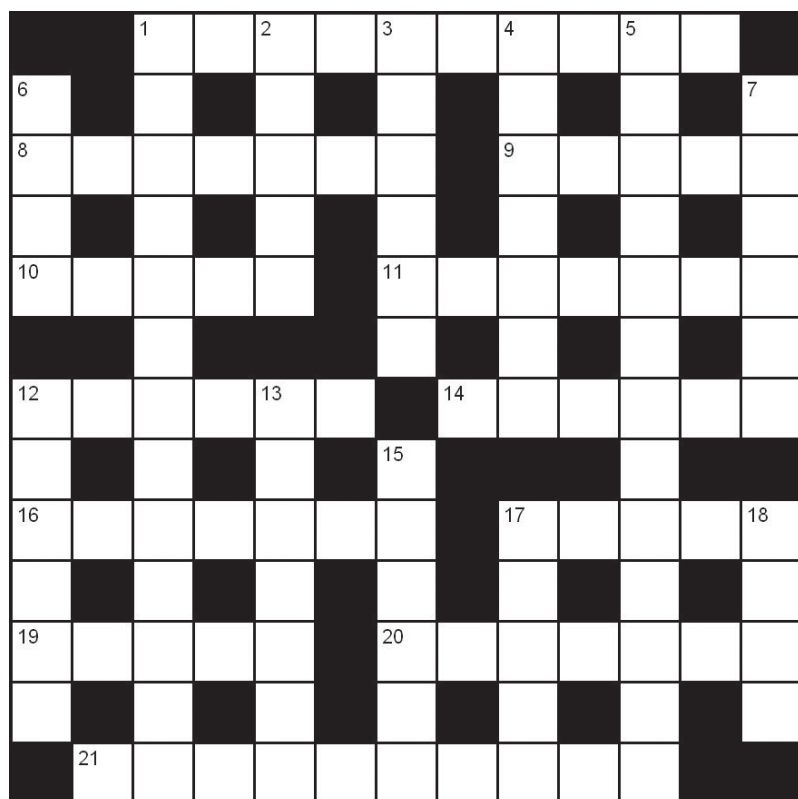
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£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword
Trevor Powlesland,
Devon.

Send entries to Prize
Crossword, RMT, Unity
House, 39 Chilton Street,
London NW1 1JD by February
3 with your name and
address.

Winner and solution in next
issue.

ACROSS

- 1 Duty (10)
- 8 Go back over (7)
- 9 Scorch (5)
- 10 Result (5)
- 11 Pain in ear (7)
- 12 Outer district (6)
- 14 Provide evidence (6)
- 16 Conscript (7)
- 17 Provide (5)
- 19 Striver (5)
- 20 Diluting agent (7)
- 21 Easily seen (10)

DOWN

- 1 Underwater defence (13)
- 2 Serpent (5)
- 3 Bloke (6)
- 4 Rodent (7)
- 5 Refusal (13)
- 6 Encourage (4)
- 7 Return to normal (6)
- 12 Tranquillize (6)
- 13 Pensioner (7)
- 15 Group of seven (6)
- 17 Go upward (5)
- 18 Uncommon (4)



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.
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