

RMT *news*

Essential reading for today's transport worker

SMASH THE PAY CAP

2019
DIARY
ENCLOSED
WITH THIS
ISSUE!

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WORKING FOR YOU

RMT membership helps you at work and saves you money

RMT has developed a number of benefits to save members money. This includes negotiating access to savings and special offers from our approved partners.

COLLECTIVE BARGAINING

The union has a dedicated team of elected officers and local reps to serve your interests negotiating with employers on issues from pay, hours of work, pensions and working conditions. They are supported by a team of researchers to formulate pay claims to obtain the best negotiated terms for you.

CAMPAIGNING

The union has a political fund to run campaigns and provide a political voice to benefit members' interests in the workplace. RMT has a very active parliamentary group which raises issues of concern for members at Westminster, the Scottish Parliament and Welsh Assembly.

PERSONAL INJURIES

Personal injury claims cover if you suffer an accident in work or outside work. RMT underwrites settlements that would not be provided by no-win, no-fee companies. Call 08457 125 495.

INDUSTRIAL DISEASES

Members who have suffered an industrial disease will receive free legal support to make a claim. Such claims are underwritten by the union and members will not have any deduction from their settlement unlike claims run by no-win, no-fee companies. Call 08457 125 495

EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly dismissed, discriminated against or have any claim which has reasonable prospects of

success at an Employment Tribunal, RMT will provide legal representation and pay the fee. Even if the union is advised that the claim is unlikely to succeed, members who make a claim are eligible to receive free legal advice.

ACCIDENT BENEFIT

Payable if you have an accident at work or on the way to or from work. Accident benefit is only payable if you have been off for three days or more.

Accident must be reported to branch secretary within 26 weeks in order to qualify for accident benefit.

RETIREMENT BENEFIT

Payable to any member who retires over the age of 60 or aged 55 if retired through redundancy or resettlement. Ill health retirement is also payable; proof of this must be sent with application for retirement benefit.

TAX AND WILL PREPARATION

The union can provide a personal taxation service and will preparation service.

DEMOTION COMPENSATION

Payable to any member who is experiencing loss of wages through being permanently demoted or downgraded as a result of illness or injury.

Payment of £300 provided that member reports this to branch secretary within 12 weeks.

ORPHAN FUND

The beneficiaries of this fund would be any child of a

member or spouse if the member dies in service or if a members' spouse dies and the member has responsibility of the children.

Benefit is paid while a child is in full-time education up until the age of 22. Payment is made quarterly and the rate is £12.00 per week for children up to the age of 16, then £12.75 per week from 16 to 22.

RMT CREDIT UNION

Accessible savings and affordable loans from RMT's Credit union.
www.rmt.org.uk/about/credit-union

ONLINE SHOPPING DISCOUNTS

Shop online with RMTrewards.com and earn cashback savings from hundreds of retailers, like B&Q, Argos and Tesco. It's free to join, plus you'll get a FREE £10 Welcome Bonus in your online account! (Terms and conditions apply)
www.rmtrewards.com

FINES POOL

if you drive a company vehicle as part of your job you can join the RMT fines pool for £7 per year. The Fines Pool will reimburse members for any speeding fines, related court costs and lost time to attend a court hearing.
www.rmt.org.uk/member-benefits/fines-pool

BEREAVEMENT BENEFIT

A Death Grant of £600 is payable to the nearest relative or legal representative if a member dies through any cause prior to retirement.

CASHBACK PREPAID CARD

Fancy cashback on your everyday shopping? Use your RMT Prepaid Plus Cashback card at over 50 partner retailers, including Sainsbury's, ASDA and Boots, and earn unlimited cashback! It's different to a credit or debit card - you can only spend what you load so there's less chance of getting carried away.
www.rmtprepaid.com

FREE £5,000 ACCIDENTAL DEATH COVER

As a benefit of your RMT membership you can register for £5,000 Free Accidental Death Cover. Cover is for UK residents aged 18-69.

12 months free cover. Annually renewable and always FREE. The Cover is underwritten by Advent Insurance PCC Ltd - UIB Cell.
www.rmtprotect.com

HOME INSURANCE

Get a £50 Love2Shop Reward when you buy a UIA Home & Contents insurance online.
www.uia.co.uk/rmt
RMT DRIVE
Risk Free Car Purchasing for RMT Members
www.rmtCAR.oco.uk

HEALTH CASH PLAN

For a small monthly premium you can claim cash-back on dental, optical and therapy treatments. Visit
www.bhsf.co.uk

Join RMT by visiting
www.rmt.org.uk

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EDITORIAL



SMASH THE PAY CAP

RMT won the unanimous support at TUC Congress in Manchester this month for our "Smash Grayling's Pay Cap" for rail workers campaign, giving us some more fuel in the tank for the fight ahead.

Be under no illusions, if Grayling tries to use political leverage to force CPI, a bogus inflation measure that doesn't even include housing costs, on our members from Network Rail to the train operators and across London Underground we will mount a campaign, including industrial action, which unites all sections of the union.

As you will see in this magazine CPI is a Cut Pay Index that would have cost our members thousands of pounds if it had been the benchmark over the past five years. RMT is proud of our work in protecting and enhancing pay and working conditions in these days of austerity and we will need to stand united again to roll back Grayling's planned attack.

Our fight against the rolling out of D00 goes on and, although we have secured a number of victories, companies like Northern, SWR and Southern have dug their heels in and our members at those TOCs who have been battling for well over two years now are a credit to our movement.

I was pleased that we were able to secure a major debate at the TUC on maritime and offshore safety following the anniversary of the Piper Alpha disaster. With broad political and trade union support we will fight to keep that issue high on the agenda.

Congratulations as well to Chris Cuomo who secured the annual TUC organising award for his sterling work amongst the cleaning grades. Chris is a shining example of the work that our activists undertake day in and day out in the workplace and his recognition was richly deserved.

It's been a sad month with the passing of our comrade Stan Herschel. Stan was a titan of the labour movement in the North East and beyond and was one those responsible for moulding RMT into the militant, campaigning and democratic organisation that it is today. He will be sorely missed and our thoughts are with his friends and family.

Finally, please don't forget to sign up to RMT's credit union if you are not already a member. It's where we come together to provide financial services free from the exploitation of the rip-off banks. I'm a member and you should be too.

Mick Cash

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When you have finished with this magazine give it to a workmate who is not in your union.



SAFETY STRIKES AT NORTHERN AND SOUTH WESTERN RAILWAYS

Government fuels dispute by bailing out franchises with tens of millions in public money for lost revenue

RMT members on Northern and South Western Railways have taken further strike action in to defence the guard in the fight for safety, security and access.

The union also repeated calls for urgent talks with both companies in an effort to break the deadlock over the guard guarantee.

RMT also demanded to know why the government was effectively bankrolling the disputes with public money, rather than pressing for a negotiated solution.

Rail Minister Jo Johnson has now confirmed that both German state-owned Northern Rail and Hong Kong-owned South Western Railway have

applied to be reimbursed for revenues lost as a result of not being able to run trains on strike days.

RMT research has revealed that on an average day Northern and South Western Railways combined would normally take £3.5 million in passenger revenues. On the basis that there have been a total of over 40 strike days on Northern and South Western Railways, the cost to the taxpayer of this strike bailout will be tens of millions of pounds.

The South Western Railways franchise is also teetering on the brink following news that the franchise is being renegotiated less than a year since the new



operator took over, fuelling concerns that it is in trouble with the threat to axe guards part of a drive to save cash to plug gaps in the original financial projections.

When MTR/First took over from Stagecoach Tory transport secretary Chris Grayling promised a “revolution in services”.

Those words have now come back to haunt the government as SWR becomes just the latest rail franchise to be plunged into crisis management with plans shelved and desperate measures being worked up to avoid it careering into an East Coast style collapse.

RMT general secretary Mick Cash said that it was nothing short of scandalous that both of these companies had refused point blank to talk seriously while the union has been putting together negotiated solutions with other operators that have the guard guarantee

at their core.

“It has also now emerged that both franchises have applied to be bailed out by the taxpayer for revenue loss on strike days.

“That is a national scandal when guards are taking action to defend safety, access and security on our railways. It is a kick in the teeth for staff and passengers alike.

“There is no excuse for these companies to be throwing guards off their trains in a dash to pump up their profits and the fact that they are being bankrolled by the government at taxpayer expense whether they run trains or not means they have no incentive to settle the disputes whatsoever.

“Both of these disputes can be settled if ARN and SWR choose to follow the best safety practice adopted elsewhere in the industry. It is now time for them to do just that,” he said.



Blackpool



Carlisle

FIGHTING LONDON OVERGROUND CUTS AND CLOSURES

RMT will fight with every tool at its disposal plans to axe ticket offices and station staffing across the capital with dire consequences for safety, services and accessibility.

Arriva Rail London has proposed the closure of booking/ticket offices across the London Overground network. 88 stations are involved in the proposal and the redeployment of staff will impact across the workforce, and the grading structure as a whole.

In a safety-critical industry the grading structure exists to ensure that responsibilities are clear and carried out to protect both staff and the travelling public in a dangerous environment such as the railway.

At present there are 363 full time equivalent vacancies across the network, with the shortfall being managed through the use

of agency staff and overtime which is entirely inappropriate in a safety critical industry.

RMT general secretary Mick Cash said that the appalling cuts and closures across the London Overground network would have dire consequences for safety, services and accessibility.

“RMT fears that the proposed closure of ticket offices and the application of a multi-disciplinary approach to existing grades will be used to continue to manage the shortfall in safety critical staff employed to the detriment of both the travelling public and staff.

“Furthermore, the removal of ticket offices directly impacts other grades in that one of the most common safety incidents faced by staff are physical/verbal assaults arising from ticket related matters.

“In these incidents, the ticket office can provide both a point

of refuge for staff and also a point to which the passenger can be referred to discuss any issue but where the member of staff is safe. Assaults on rail staff have increased by 27 per cent in the past five years.

“RMT has already highlighted the current issues surrounding staffing levels, lone working, crime in and around stations, points of refuge, crowd control, major events, noise levels, repetitive strain, equalities considerations, PPE and facilities.

“RMT believes it is essential that early opposition to these proposals is made across the 30 boroughs affected and the union is approaching MPs and councillors to start building political support.

“We will be fighting these plans tooth and nail with every tool at our disposal,” he said.





Joint statement from the Liverpool City Region Combined Authority, Merseyrail and RMT

The Liverpool City Region Combined Authority, Merseyrail and the RMT union have agreed in principle that, subject to the provision and approval of an appropriate, affordable and sustainable funding package, the new fleet of Merseyrail trains, will have a second member of staff on board the train.

In order to pay for a second member of staff on each train additional funding will now need to be generated. Productivity proposals have come forward from the ACAS process that will cover some of the required funding, however additional means will also need to be considered by all parties,

which could include an enhanced crackdown on fare evasion and increased fares.

The design of the new trains means that the door control and dispatch of the trains will transfer to the driver. No one currently employed as a guard will lose their employment as a result of the introduction of the new fleet in 2021.

All parties will now undertake the detailed work required to develop a full proposed agreement, which will take some months and will require compromise on all sides.

An element of this will be agreeing the role and safety responsibilities of this second

member of staff as part of the process. The current business case will need to be revisited. Whilst this takes place and until dialogue has been completed there will be no further industrial action.

Steve Rotheram, Metro Mayor, Liverpool City Region Combined Authority, said that he was pleased that there was agreement in principle that there will be a second member of staff on board the train when the new, state-of-the-art Merseyrail fleet is fully in place in 2021.

"I have always believed that the only way this dispute would be resolved was by all sides

sitting down and talking.

"That's why I pushed for Merseyrail and RMT to enter ACAS talks last year and I'm pleased that this approach has got us to where we are today.

"Today's announcement is huge progress but I also want to be clear that it requires a significant financial commitment and hard choices on all sides. This has to be kept in mind alongside the reality of the substantial reductions in funding that Merseytravel will receive from government over the next ten years.

"I believe this agreement gives us the best chance to successfully deliver and operate

the new fleet of trains and therefore is in the best interests of the people of the Liverpool City Region.

"We will now complete the detailed work to explore and hopefully identify the affordable funding package needed to gain a final agreement," he said.

Andy Heath, Merseyrail Managing Director said that Merseyrail and its shareholders had given support to the agreement and that it had always been clear that any

dispute between with RMT would only be resolved through talks.

"This announcement is an acknowledgement of that fact.

"The commitment from RMT to continue the suspension of industrial action during this review period will undoubtedly help maintain the continuity of the current phase of ACAS conciliation which will allow us to plan our operational delivery around the major programme of Merseyrail platform

modifications and the major events between now and the end of the year.

"During this phase of conciliation we will continue our engagement with both the Combined Authority and the RMT as we explore the feasibility and affordability of a solution to keeping a second person on the new trains," he said .

RMT general secretary Mick Cash said that the agreement in principle was an important and

significant development in respect of RMT's long running campaign to retain a guaranteed second, safety-critical member of staff on Merseyrail trains.

"I want to pay tribute to RMT members for their resilience and solidarity throughout this campaign.

"We now await a fully-formed and detailed set of proposals that we can take back to our Executive and our members," he said.

SUPPORT OUR GUARDS

RMT is calling on members and branches to donate to RMT dispute funds for either Northern Rail, South Western Railway, GTR Southern, Merseyrail or to the national dispute fund

Train guards are safety-critical staff, vital to ensuring passengers have a safe, secure and accessible railway.

- We help passengers in the event of an emergency such as a derailment, evacuation or fire.
- We help provide security and assurance, especially for vulnerable passengers.
- We help many older and disabled passengers on and off trains and during their journey.
- We help provide expert travel advice to improve your journey.

The Secretary of State for Transport Chris Grayling wants to end the help they provide. He has told train companies to remove guards and introduce driver-only operation (DOO).

RMT members are fighting these plans and have taken many days strike action and are suffering financial hardship. They need your practical and political help if they are going to win.

The disputes are currently on

Northern Rail, South Western Railway, GTR Southern and Merseyrail but if the government win these disputes they will want to introduce DOO throughout the rail network. So RMT needs your help even if you are not in an area directly affected by the disputes.

- Please donate to one of the RMT dispute funds for either

Northern Rail, South Western Railway, GTR Southern or Merseyrail or contribute to the national dispute fund. Please contact RMT at info@rmt.org.uk or call freephone 0800 376 3706 for details of how to make a donation. You can also click on the link on the front page of RMT's website.

- Please contact RMT to invite a speaker to your branch or region or community group.
- Write to your MP using the model letter on the website.
- Share our film unguarded at <http://bit.ly/unguardedrmt>
- Circulate this appeal in your workplace and communities.



CUT FARES, NOT STAFF

Grayling exploits rail fare increases to demand transport workers accept pay cuts

The Tory government confirmed last month that rail fares could increase by up to 3.2 per cent in January, with the cost of some season tickets to rise by hundreds of pounds.

Passengers and campaigners reacted furiously after a year of government attempts to get rid

of guards, closed ticket offices and disastrous timetable changes, particularly across Northern and Govia Thameslink Railway.

It is the maximum average fare rise allowed using July's inflation figures by the Office of National Statistics using the

Retail Price Index (RPI) – a measure that is higher than the Consumer Price Index (CPI).

The rises cover around half of all tickets sold – including commuter season tickets, some off-peak long-distance returns and “anytime” tickets in major cities.

Tory transport secretary Chris Grayling tried to blame hard-working transport staff for the increases and used it as an opportunity to call for fares to be pegged to the lower measure of inflation of CPI if unions accepted the same measure for staff pay.



In a blunt letter to unions, Grayling said: "As you will be aware, one of the industry's largest costs is pay ... it is important that pay agreements also use CPI and not RPI in future when it comes to basing pay deals on inflation".

RMT general secretary Mick Cash said that if Chris Grayling seriously thought that rail staff were going to pay the price for his rank incompetence and the greed of the private train operating companies then he needed to think again.

Incredibly Grayling defended his proposal for pay cuts as "entirely fair".

"My challenge to the unions is let's get the routine increases down to the lower level of inflation," he said.

Labour's shadow transport secretary Andy McDonald said that Grayling's "attack on staff pay is, at best, a distraction technique and at worst a recipe for years of industrial action".

Labour leader Jeremy Corbyn said that the fare increases were "an insult to everyone who has suffered from the chaos on Britain's railways" and he reaffirmed his pledge to bring the railway back into public ownership.

This called was backed by Mick Cash: "Today we are putting the case for public ownership and a unified network run in the interest of everyone as opposed to the current failing franchised system under which privateer's profit from big fares rises and by cutting members' jobs essential for safety, security, accessibility and information".

The TUC also renewed calls for public ownership of rail, with research showing fares have increased at more than double the rate of wages over the last decade.

It pointed out that fares in Britain had risen by 42 per cent since 2008 but average weekly pay has gone up by only 18 per cent while privateers running the trains paid out at least £165 million in dividends to their shareholders last year, when overall taxpayer subsidy to the rail industry reached £3.5 billion. ■

Parliamentary Column



BUILD IT IN BRITAIN: Labour leader Jeremy Corbyn and Scottish Labour leader Richard Leonard during a visit to the Alexander Dennis bus manufacturer in Falkirk to campaign on the party's 'Build It in Britain' policy.

RENATIONALISE SCOTRAIL

Scottish Labour leader Richard Leonard made the case for the renationalisation of the transport sector in Scotland last month.

The SNP government has said that it will only permit a publicly owned company to bid against privateers for ScotRail, but critics say that this compromise option does not go far enough.

Speaking outside Glasgow Central station Mr Leonard said that passengers would benefit from rail services being reintegrated into the public sector as this removes private-sector companies with their excessive running costs.

The latest figures show ScotRail's punctuality is now the worst on record, having sunk to 88.2 per cent, well below its target of 92.13 per cent.

Mr Leonard said that this was due to transport becoming "too detached from being a public service".

"It is now clear that the dividing line in Scotland is between investment and growth with Labour or cuts and division with the SNP and the Tories," he said.

ScotRail is currently operated by Abellio, an arm of the Dutch state, which funnels profits from operations to subsidise services and fares at home in The Netherlands.

The Caledonian Sleeper to London is also run by crisis-hit outsourcing giant Serco.

The Scottish government has announced that public-sector companies could bid for the next ScotRail franchise.

David MacBrayne Limited, the Scottish government-owned holding company which owns the ferry operator Caledonian MacBrayne, has confirmed it is interested in putting forward a bid.

SNP Transport Secretary Michael Matheson said that the public bid would

allow "a level playing field between the private and public sector in bidding for rail franchises".

The news came as it was also revealed that Mr Matheson said he "fully expected" the Abellio contract to run its full term to 2025. This somewhat contradicts the Scottish Government line in 2014 when the then transport minister Keith Brown indicated the existence of a break clause after five years could allow the franchise to be returned to the public sector by 2022.

RMT has argued that public sector operation is not only popular but can be more economic and efficient. Across Britain the costs of fragmentation and privatisation, including interfaces costs, outsourcing and dividends is £1.2 billion year, equivalent to a year on fares cut of 18 per cent.

Moreover passenger growth has been driven by record public investment and macro-economic factors not by any benefits of private operation. Private, risk free investment is only one per cent of all investment – the remaining 99 per cent of investment comes from the tax payer and fare payer

Performance on the East Coast substantially improved when it was returned to the public sector, and it's not for dividend status means that it was able to return more to the treasury than if it was privately operated.

In Scotland it has been calculated that public sector operations and the removal of dividends would save the passenger the equivalent of a seven per cent fare cut each year.

Richard Leonard is leader of the Scottish Labour Party and a member of the RMT Parliamentary Group

DON'T DISMISS A NEAR MISS

Always report near misses on
Network Rail controlled
railway infrastructure



RMT encourages members to always report a near miss on the rail network. The National Safety Council defines a near miss as an “unplanned event that did not result in injury, illness or damage – but had the potential to do so”.

The union argues that near misses can precede events in which a loss or injury could occur. Therefore it is important to encourage the reporting of near misses in order to prevent future incidents and ensure the safety of workers.

Last year the Rail Accident Investigation Branch (RAIB) published an investigation into a number of accidents and near misses on the railway infrastructure whereby fast-moving trains have narrowly avoided track workers.

RMT staff and representatives gave evidence to RAIB during the investigation and their concerns were widely reflected in the report.

The union called for talks between Network Rail, the Office of Road and Rail and RMT to draw up a plan to implement the recommendations in the report.

However near miss incidents are still occurring on the network and lessons, it seems, still need to be learned and more action taken.

Last month The RAIB released its report into a near miss with a group of track workers at Egmont level crossing, Nottinghamshire on October 5 2017.

At around 11:22 hours a group of track workers narrowly avoided being struck by a train between Newark North Gate and Retford on the East Coast Main Line. A high speed passenger train was approaching the level crossing on the Down Main line at the maximum permitted line speed of 125 mph, when the driver saw a group of track workers in the distance. He sounded the train’s warning horn, but saw no response from the group. A few seconds later the driver gave a series of short blasts on the train horn as it approached, and passed, the track workers.

The track workers became aware of the train about three seconds before it reached them. One of the group shouted a warning to three others who were between the running rails of the Down Main line. These three workers cleared the track about one second before the train passed them.

During this time the driver had continued to sound the horn and made an emergency brake application before the train passed the point where the group had been working, thinking his train might strike one or more of them.

The immediate cause of the near miss was that the track workers did not move to a position of safety as the train approached. The group had been working under an unsafe and unofficial system of work that was not challenged. Even though some were uncomfortable with it, they feared they might lose the work as contractors if they challenged the person in charge (PiC).

As a result of its investigation the RAIB made three recommendations including strengthening safety leadership behaviour on site and reducing the occurrences of potentially dangerous rule breaking by those responsible for setting up and maintaining safe systems of work;

It also recognised the need to mitigate the adverse effect that client-contractor relationships can have on the integrity of the Worksafe procedure such that contractors’ staff feel unable to challenge unsafe systems of work for fear of losing work as well as clarifying to staff how the Train Operated Warning System (TOWS) should be used.

The findings of this investigation have also reinforced the importance of railway staff understanding their safety briefings, and challenging any system of work that they believe to be unsafe.

Chief Inspector of Rail Accidents Simon French said that when the person in charge of a team is both a strong personality and an employee of the client, it can be particularly

hard for contract workers to challenge unsafe behaviour.

“In this investigation, RAIB found that the person in charge had adopted an unsafe method of working, in an attempt to undertake additional unplanned work.

“Both the person in charge and team members became distracted, and the result was that three of them found themselves jumping clear of a train travelling at 125 miles per hour with just one second to spare.

“We have seen this sort of unsafe behaviour before, where the wish to get the work done quickly overrides common sense and self-preservation.

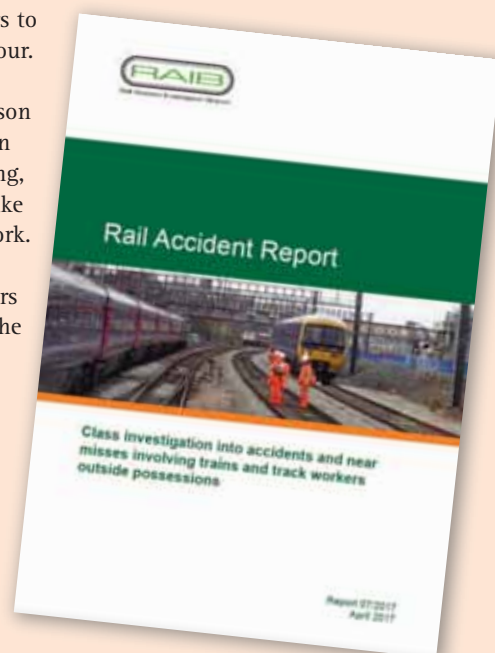
“When we see narrowly avoided tragedies of this type it is almost always the result of the adoption of an unsafe method of work and the absence of a challenge from others in the group.

“We are therefore recommending that Network Rail looks again at how it monitors and manages the safety leadership exercised by its staff, and how they interact with contractors.

“There have been too many near misses in recent years. It takes effective leadership and a positive safety culture to create a working environment in which everyone can be confident that safety will come first,” he said.

Two track workers also narrowly avoided being struck by a Tyne and Wear Metro train at Pelaw North Junction earlier this year.

The incident occurred because the track workers were unaware of the train approaching on the line which they were on. A second train, on an adjacent line, had blocked their view of the approaching train. Although two trains passing each other in such a manner is a regular event at Pelaw North Junction, the system of work which had been set up by the track workers did not take the blocking of a lookout’s view of one train by



another into account.

The RAIB found that Nexus Rail’s procedures did not assist with the creation of an effective safe system of work. Additionally, there was a non-compliance with the rule book relating to the lookout not providing a warning when the sighting of trains became obscured.

In this case the RAIB made recommendations to Nexus Rail including identifying locations on the Tyne and Wear Metro network where multiple lookouts are necessary, improving available information and the quality of on-site risk assessments carried out and supporting newly qualified safety critical track staff as they gain experience.

The RAIB has also identified three learning points. One is a reminder to all track workers on the Tyne and Wear Metro of the rule book requirement to stand in a position of safety when a train is passing on another line.

The second reminds lookouts to constantly review their sighting of trains and the third advises of the importance of reviewing near-miss incidents promptly, so that perishable evidence is secured and, where appropriate, the RAIB and ORR are notified in a timely manner.

Such reporting is vital and could mean the difference between life and death. ■

HARWICH RECOGNITION DEAL

RMT has won trade union recognition for staff at Harwich International Port working for Profile Security Services, the company which carries out all security operations including searching for possible terrorist activity.

RMT is already recognised for other grades at the port including the dockers and union organisers met with security staff off site to explain the procedure for gaining recognition and it was agreed to proceed with a campaign.

Security officer Carol Dean took on the role of rep, organising the membership and petitions of support for recognition among the staff.

"We are really pleased to have won at last after a year-long campaign and I am proud to say we won over 75 per cent backing from staff for recognition with no votes against," she said.

An initial claim was made for recognition to the Central Arbitration Committee (CAC) back in August 2017 to



demonstrate that RMT had majority support for recognition through submitting both our membership list and signed petitions from non-members supporting our claim.

Throughout the campaign the company would only communicate with the union and the CAC through a solicitor. At the CAC hearing for the company challenged whether the bargaining unit was appropriate and used a QC to

put their case. RMT's case was conducted by the organising unit.

The CAC decided that RMT's bargaining unit was appropriate and awarded a postal ballot on recognition then awarded the union recognition for collective bargaining for all security officers at Harwich port.

RMT organisation unit member Dave Marshall said that the victory was only possible through a mixture of access

meetings on site, notices, texts and the good work done by Carol and others in the workforce.

"We entered into negotiations with the company and have now agreed a collective bargaining procedure with two RMT reps and will be arranging to meet the company to discuss all other issues in the near future," he said.

DLR TECHNICIANS DEAL

RMT has signed a collective bargaining agreement with CGL Rail Ltd, who have a contract to provide maintenance technicians at Docklands Light Railway.

DLR branch secretary Ray Shackleton originally arranged for RMT organisers to meet with the workers concerned to explain recognition and the procedure to gain it. The majority of them agreed to join to pursue recognition for collective bargaining.

Initially the company directors did agree to meet with

the union but could not agree on a voluntary arrangement. As a result RMT took out a Central Arbitration Committee (CAC) claim and nearly 82 per cent of the membership supported it.

The company engaged outside HR specialists at the hearing who tried to argue that members had not joined for collective bargaining purposes but for individual TU benefits. They argued that, despite RMT having well over 50 per cent membership a ballot should be held on recognition to prove that the majority did want

collective bargaining rights.

They were asked to produce any evidence that they had to show that members didn't want collective bargaining. No evidence was produced, or indeed any sensible argument put forward. The CAC awarded RMT automatic recognition without a ballot.

Dave Marshall of the organising unit said that the deal part of a growing trend in re-organising sectors that have been taken out of direct employment by the main employer and sub-contracted,

effectively to de-unionise workers and take them out of the organised workforce.

"We are bringing workers back into the organised workforce who had previously and deliberately been removed from it.

"The other good thing about these campaigns, and previously at STM Security on MTR Crossrail, is that the impetus to organise and a lot of the work and effort has been from the existing RMT reps and activists working alongside the sub-contracted workers," he said. ■

DOVER VICTORY

A ballot for industrial action at Southeastern railways was cancelled last month after the company reinstated a long serving member unfairly dismissed for simply carrying out his duties and putting safety first.

Despite 34 years' service Norman Hutchings was dismissed after removing an unruly and ticketless person from station property, no complaint was made but it was picked up on CCTV and he was dismissed.

The Dover and District General Grades RMT branch immediately requested a ballot of all traincrew, station and shunting staff members at Dover Priory if he wasn't reinstated at appeal and notice was served.

After he was reinstated Mr Hutchings spoke at a special



branch meeting earlier this month and said that he was eternally grateful for the union's help and asked to pass on his personal thanks to everyone involved.

RMT general secretary Mick Cash congratulated the branch for its swift action which resulted in reinstatement.

"There can be no doubt that the clear solidarity shown by members ensured that this overly harsh dismissal has been reversed.

"However that there remains still a problem with the "Hands Off" assault policy imposed by the company and we are seeking further meeting over

this matter," he said.

RMT representatives will be meeting with the company to discuss how these issues can be addressed moving forward. A working party comprised of RMT Industrial and health and safety representatives is also being set-up to look into the policy as soon as possible. ■

RMT AT CARNIVAL

RMT member Nathan Wallace reports on this year's Notting Hill Carnival

RMT successfully participated in its second Notting Hill Carnival last month. The main theme was the celebration of Claudia Jones, known as mother of carnival, with her slogan "A people's art is the genesis of their freedom".

It has been said that in recent years Carnival has degenerated into a side show of little political relevance. The original racial tensions that saw the need to have a presence on the streets, displays the need to further vocalise the political message to those that are unaware or willfully ignorant to what is taking place.

It is a political message to annually display African and

modern-day Caribbean culture on the streets of Notting Hill. It is a demonstration against the racism from the state and the agents of the state that permit institutional racism. It is little wonder given the history surrounding Carnival and the attitudes undertaken by the Metropolitan Police.

Claudia Jones was born in Trinidad in 1915, she was a journalist who later founded Britain's first black newspaper in 1968. Claudia migrated with her family to the United States as a child and in her adult life faced persecution as an active communist in the McCarthy era.

Claudia Jones fought the

struggles that black women faced and found solace with white US communist comrades as they inevitably strived to resist the exploitation of race, class and gender in the pursuit of the supersession of the capitalist system.

Amongst the struggles of Claudia Jones, she defined the triple super-exploitation of black women in the Jim Crow era. Black women were not allowed to join trade unions nor gain protection from the relative labour legislation.

Claudia Jones was characterised as a threat to the United States government and exiled in 1955. On arrival to the United Kingdom, Claudia Jones founded the West Indian Gazette, an anti-Imperialist and anti-racist publication. She was active until she died in 1964 and was buried next to Karl



Marx.

At the Notting Hill Carnival our RMT banner, stated that "RMT remembers the anti-racist and social campaigner Claudia Jones and her fight for equality and justice in the face of her political persecution". Activists also leafletted the crowd and promoting Keep The Guard on the Train and Cut Fares not Staff campaigns. Branch and regional council banners were displayed on our float. ■

Thousands demonstrated in cities across the Irish Republic in 2005 to support ferry workers in dispute with their Irish Ferries against plans to introduce cheap foreign labour. The dispute began following privatisation when Irish Ferries laid off much of its workforce in order to replace them with lower-paid workers from central and eastern Europe.



IRELAND-UK UNIONS UNITE OVER IRISH SEA FERRY JOBS

British and Irish seafaring unions have launched a joint maritime campaign to fight for an increase in jobs and training for UK and Irish seafarers on passenger and freight ferries working on Irish Sea routes.

The first target for the campaign is Irish Ferries whose crewing policy since privatisation in 2005 has resulted in thousands of job losses for seafarers in Ireland and the UK.

The company, Irish Continental Group, employ other EU and non-EEA seafarers, on rates of pay below the National Minimum Wages in the Republic of Ireland and the UK.

This crewing practice, known as 'social dumping' gives Irish Ferries an unfair advantage over those Irish Sea operators who employ domestic seafarers and abide by Irish and UK employment law.

The three unions have written to Irish Ferries demanding that pay rates on the company's new multi-million pound vessel, WB Yeats are above the legal minimum on both sides of the Irish Sea, enabling domestic seafarers to compete for work.

The three unions are also working jointly and with International Transport Workers Federation (ITF) inspectors to obtain up to date contracts of employment for Catering or OBS Ratings employed on the existing Irish Ferries fleet target.

The Cyprus-registered WB Yeats is due to enter service on the Holyhead-Dublin route later this month.

The Irish Sea campaign will also target other operators such as Seatruck and P&O who are also exploiting foreign crew and testing employment law to the detriment of seafarer ratings across Ireland and the UK.

This campaign, which complements the aims of RMT's SOS 2020 campaign, will also address the application of National Minimum Wage rates to provide protection for seafarers employed on international routes.

International routes were outside the scope of the UK government's recent Legal Working Group on Seafarers and the NMW. RMT is committed to pursuing a viable solution at inter-governmental level on these routes, especially in the Irish Sea where there are legal, enforceable NMWs at the base and destination ports.

The three unions have asked Irish Ferries in the letter to confirm that rates of pay for seafarers on the new vessel will be compliant with National Minimum Wage legislation in Ireland and the UK.

'SIPTU, RMT and Nautilus are united in campaigning for more

jobs and training for Irish-based and UK-based seafarers on passenger and freight ferry services in the Irish Sea,' the letter states.

'It is our shared position that employers in the Irish Sea who either directly employ or use agencies to crew vessels with seafarers on rates of pay below the respective National Minimum Wages (NMW) in Ireland (€9.55 per hour) and the UK (£7.83 per hour) are undermining employment law and preventing local seafarers from competing for work.

'Such crewing practices also represent unfair competition for employers in the Irish Sea who do pay seafarers rates agreed through the collective bargaining process with recognised trade unions and who invest in seafarer (ratings and cadets) training programmes,' the letter adds.

MERCHANT NAVY DAY

RMT flew the Red Ensign flag over its buildings across the country to mark Merchant Navy Day on September 3 to honour the brave men and women who kept our 'island nation' afloat during both World Wars.

RMT members also took part in events across the country as part of the day which also celebrates our dependence on modern day merchant seafarers who are responsible for 95 per cent of the UK's imports.

RMT regional organiser Craig Johnston laid a wreath on behalf of RMT at the Merchant Seafarers Memorial at South Shields alongside the Mayor of South Tyneside Councillor Ken Stephenson and Mayoress Kathy Stephenson.

Dover Shipping branch secretary Lee Davison laid a wreath at the annual Merchant Navy Day Memorial Ceremony at Dover Town Hall followed by a laying of wreaths at the Merchant Navy Memorial on Dover Seafont.

The event was attended by a wide range of seafarers from

those who served in the Second World War all the way through to those who are currently training.

RMT general secretary Mick Cash said that the union was pleased to pay respects to the memory of merchant seafarers of the past and raise the public profile of the vital economic and social role played by RMT members in the merchant navy.

"They work to transport nearly all of the UK's traded goods and nearly 20 million passengers on short sea ferry routes alone, every year.

"We also use the event to sound a note of caution over the future of UK merchant navy seafarers, particularly ratings who are still not being trained or employed in sufficient number to avoid continued and catastrophic damage to our merchant navy skills base.

"We will continue to work to achieve the aims of our SOS 2020 campaign ahead of next year's Merchant Navy Day," he said.



Dover



South Shields



John MacDonnell MP

REMEMBERING THE MV DERBYSHIRE TRAGEDY

RMT general secretary Mick Cash joined families and friends of the 42 seafarers and two passengers who died in the MV Derbyshire tragedy 38 years ago at the Derbyshire Families Association's annual memorial service in Liverpool earlier this month.

Built in 1976 by Swan Hunter, registered at Liverpool

and owned by Bibby Line, the carrier MV Derbyshire was lost on September 9 1980 during a typhoon south of Japan. At 91,655 tons, she remains the largest British ship ever to have been lost at sea.

The memorial service at St. Nicholas' Church, Liverpool was followed by the unveiling, in a specially designed garden,

of an MV Derbyshire Memorial supported by the maritime unions.

Mick Cash said that 38 years on it was important to remember those who died on the MV Derbyshire and support the friends and families of those who lost their lives.

"This was a shocking

tragedy that serves as yet another reminder of the constant battle for maritime safety.

"This memorial plaque will serve as a constant reminder to the entire industry that safety on our seas must never be compromised and must remain our watchword," he said.



STOP GRAYLING'S PAY CAP!

What the government's Rail Pay
Cap would mean to you

The Secretary of State for Transport Chris Grayling has written to rail unions and the Rail Delivery Group the body comprising most rail employers including all the private train operating companies and many infrastructure and engineering companies including Network Rail, encouraging them to replace RPI (Retail Price Index) with the lower CPI (Consumer Price Index) as the basis for pay negotiations.

RPI takes into account housing costs (including mortgage payments, council tax, rent) and typical items such as TV licence fees and holiday costs. CPI takes none of these into account.

The difference isn't just in the items taken into account though. The way it is calculated

CPI results in a situation where it is never higher than RPI apart from in very exceptional circumstances.

Because of this it can be viewed as a direct attack on rail workers' pay.

If five years ago a rail worker was earning £20,000 a year and his/her pay deals since then were based on CPI they would now be £1164.20 per year worse off than if RPI had been used.

Over the past 5 years RPI has been 14.1 per cent whereas CPI has only been 8.3 per cent - a difference of 5.8 per cent.

At the time of writing RPI is 3.2 per cent whereas CPI is just 2.5 per cent.

And the gap between RPI and CPI is set to increase. According to the Office for Budget Responsibility, "recent

developments suggest that the long-run difference between these measures may be significantly higher in the future"

Make no mistake – Chris Grayling's attempt to move pay negotiations to CPI from RPI would have a profound and long-lasting effect on rail workers income during their working lives, and, because pay levels at the point of retirement decide their income through the railway pension scheme it

would also negatively affect their income during their working life and throughout their retirement.

Put simply, the government is seeking to take money out of rail workers pay packets and into the profits of the railway companies. That is why your union will continue to base pay claims and negotiations on RPI not CPI and will not accept any moves by the government or the employers to change that basis. ■

“Put simply, the government is seeking to take money out of rail workers pay packets and into the profits of the private railway companies.”

THE TABLE BELOW DEMONSTRATES THE NEGATIVE EFFECT THAT USING CPI INSTEAD OF RPI WOULD HAVE HAD ON PAY PACKETS OVER THE PAST FIVE YEARS:

Salary on 1 January 2013	Salary increased by RPI to July 2018	Salary increased by CPI to July 2018	If CPI was used instead of RPI the worker would be worse off by:
£20,000	£22,828.2	£21,664	£1,164.2
£30,000	£34,242.3	£32,496	£1,746.3
£40,000	£45,656.4	£43,328	£2,328.4
£50,000	£57,070.5	£54,160	£2,910.5



DEALING WITH SUICIDES



RMT will be offering pilot courses at the Bob Crow National Education Centre in December on suicide prevention

RMT News reported in the May edition on the work of the Rail Industry Suicide Stakeholder Group (RISSG) and how the 2017 AGM called on the union to work with the industry to support its suicide prevention programmes.

It is usually RMT members called to the aftermath of a suicide on the railway that are faced with the enormity of the event and in the clear up. RMT

members have many horror stories to tell of how this has impacted on their working lives.

RMT strongly believes that the most significant benefit that could be made to the problem of suicide on the railway is by having fully trained staff working in visible locations on the network and RISSG run a full programme of railway training courses for railway workers to better enable them to

cope with some of these issues. To this end, RMT are planning to offer the two courses developed by Samaritans for RISSG, at the Bob Crow National Education Centre.

The first course, Managing Suicidal Contacts, is a one-day course to enable rail industry staff to safely and sensitively make an intervention with a potentially suicidal person on the rail network. The course

offers delegates practical guidance for how to identify, approach and engage with a vulnerable person, how to move them away to a place of safety and where to go to for further support.

The second course, Trauma Support Training, is designed to equip staff with the knowledge and skills to identify the symptoms of trauma and how best to enable recovery.

One RMT Health and Safety Rep, Mick Paul from Shrewsbury, has first hand experience of why such training courses are needed. Mick works for West Midlands Trains where he has been a guard for 34 years and a Health and Safety Rep for the best part of 30 years.

"It was a typical Saturday as regards passenger numbers, I was on my last trip from Birmingham New St to Shrewsbury, when the train came to a stand on Oxley viaduct, I was thinking to myself 'let's not be late tonight'.

The driver informed Mick that a member of the public was suicidal and was threatening to jump from the viaduct. The driver said that he had tried to talk to the person but got no joy and asked Mick to come up the front and assist. Mick gave an announcement to the passengers on the train of the reason for the delay and then joined the driver.

The driver told Mick he had

got a block on all lines and that it was safe for him to get down on the viaduct.

"I looked across from the cab to see a male sitting on the edge of the viaduct, it was a cold and windy evening. I shouted across to him but got no reply, I told him my name was Mick and asked if I could come across to talk to him. After what seemed like hours but was in fact only minutes he said yes".

When Mick approached him he realised he needed to build up a level of trust with the person. By this time the police had arrived on the road below. The victim made it clear to Mick that he did not want to talk to the police.

"One or two officers started to walk towards us so I told them to back off, they could see that I had control of the situation and kept an eye on us. "I found out this guy had a few personal domestic problems he told me that he had a couple of children.

"I got to strike up a good

rapport with him, to the degree that I walked across to the BTP and told them not to come to close because I had built up a trust with him, they said as long as I was comfortable with it that would be ok.

"Eventually I managed to get this guy down and into the cab and the driver turned the cab heat on full, I then explained to him that the BTP would have to come and get him off the train, which he agreed too, I walked with him across the viaduct and then the police took charge of the situation, on joining the train, I said to the driver I think we did good there," he said.

Mick was later to receive a commendation from British Transport Police for his actions, actions which certainly saved one individual's life. Between April 2017 and the end of March this year, over 1,700 lifesaving interventions were made across Britain's rail network by staff, BTP, local police and the public. Although over 16,000 railway workers

have undertaken the Managing Suicidal Contacts course, there are still many railway workers who haven't taken the courses.

So, for one week next month RMT will be offering both RISSG/Samaritans courses at the Bob Crow National Education Centre as a pilot. If the pilot week course is successful RMT and Samaritans will set aside two weeks a year for the courses to run in 2019 and beyond. The union initially aims to limit course places to RMT reps but hopes to make it available to all members if it proves a success.

The courses are free and accommodation and food will be provided by the union.

RMT will be expecting your employer to provide you with travel facilities and paid time away from work.

If you are interested in attending then please email the health and safety section at Head Office for an application form. p.clyndes@rmt.org.uk or g.hassell@rmt.org.uk

GOTT RETIRES

RMT stalwart Dave Gott is retiring as a signaller on Network Rail after 38 years of service. Dave joined British Rail in 1980 and became a rep six months later and has represented the union in some form ever since.

He has represented members at literally thousands of disciplinaries, gaining the nickname 'Rumpole of the Bailey'. He has also served in a multitude of position from Bassetlaw branch secretary, signallers' conference secretary, regional council secretary and served on the national executive twice from 2002 to 2002 and 2007 to 2009.

He also negotiated terms and conditions for signaller

grades and generally represented their interests.

RMT general secretary Mick Cash said that Dave would be a hard act to follow and wished him all the best.

"People like Dave are the lifeblood of the union and has set an example for us all to follow," he said.

Although retiring from active duty on the railway, Dave will be continuing to work alongside assistant general secretary Mick Lynch as a member of the Trustee Board of the Railway Pension Scheme, where his extensive knowledge of the scheme will be a valuable asset in serving the interests of active and retired RMT members.



Mick Cash, Dave Gott and AGS Mick Lynch

Obituaries

STEVE STEVENSON

Longstanding National Union of Seaman member Steve Stevenson passed away recently aged 94 after devoting all his life to campaigns for social justice.

The son of a gasworks worker in Deal, Kent, Steve found himself in the army, landing in Sicily to fight their way through Italy. Returning to a civilian life he embraced the vision and hopes of the post war Labour government and embarked on his lifelong commitment to socialism.

Returning to his home town of Deal after a spell in South Wales, during which he was involved as a local councillor, he took work as a steward on the Dover ferries beginning his membership of the National Union of Seaman as shipboard rep.

During the miner's strike the Mill Hill Miners Welfare Club in Deal became a lifeline to the

families of miners with the support of Dover NUS, which was reciprocated when the same fate befell the seafarers during the strike following the Herald of Free Enterprise disaster in 1987 and Steve was a pillar of support to both.

In April 1988 P&O sacked 2,000 strikers who refused to work unsafe ships. P&O Chairman Lord Sterling, in collusion with Thatcher and the High Courts, sequestered the entire NUS funds in effect breaking the union. With funds running out and members blacklisted hardship became severe. By June 1989 a union recommendation to end the strike was narrowly accepted, with a promise that RMT (into which the NUS had now merged) would continue with the claim against P&O.

In 1994 the strikers sent a delegation to RMT AGM and John Kay of Berwick upon



Tweed, along with the Standing Orders Committee, arranged for Steve to speak at a fringe meeting. The case became a national campaign, part of which was a strong bond forged between Deal, the most southerly port on the east coast

and Berwick upon Tweed the most northerly English port. Steve was accepted as an honorary member of Berwick Trades Council, establishing an ongoing relationship, with delegates continuing to support each other to this day. ■

A FINSBURY PARK FAREWELL

40-year member and Finsbury park branch stalwart Chaganlal "Jack" Gautami recently passed away after a short illness.

Before coming to work for London Underground, Jack worked in Kenya where he was

part of the trade union and socialist movement. The government in Kenya often tortured and even murdered those involved in the labour movement. Jacks RMT comrades had such respect for him that many attended his



funeral including the London Transport regional organiser John Leach and the senior assistant general secretary Steve Hedley. Jack will be missed and fondly remembered by all his family friends and fellow union members.

"The Angels will be sure to get a bigger pay rise this year or there may well be a picket on the pearly gates.

"Farewell Manor House Jack (Chaganlal Jadavji Gautami) you'll be missed," said Steve. ■

UNITY HOUSE AWARDS

RMT staff were presented with long service awards at a special event at Unity House last month. Awards handed out totalled to over 250 years' service to the union. ■



STEAMING AHEAD

Six RMT members working on the heritage North Yorkshire Moors Railway recently received their ten year long service badges.

Pictured is Paul Wickham, fitter and staff rep, Mushroom Elliott, fire raiser, Adrian Dennis, Dan Middleton, both fitters and Ray Stewart, fireman. Not pictured are John Fletcher and Piglet Middleton. ■



ON BOARD AWARD

RMT Dover Shipping branch secretary Lee Davison presented Kevin Mansfield with his 40-year medal and badge on-board the *Spirit of France* last month. ■



Brian Davis



Kevin Roddy

DOVER LONG SERVICE AWARDS

RMT national secretary Darren Procter visited Dover Shipping branch last month to present long service awards.

There were a number of members in attendance to collect awards ranging from 10 and 25-year badges to 40-year medals and a 50-year gold badge.

Speaking at the Dover Shipping Office Darren Procter said that it was a very humbling to present awards to members who had been in the Union longer than he had been alive.

Lee Davison branch secretary said that it was a great honour

to present these members with a small token of appreciation for their commitment to the union.

Brian Davis who received his 50-year gold badge brought along his first ever payslip from when he started as a Deck boy on the MV Somerset on June 12 1967.

Kevin Roddy who works at Royal Fleet Auxiliary received his 40 year badge and medal, Phil Solly who works on offshore safety vessels received his 25-year badge and Andrew Withey, a steward at P&O short sea, received his 10-year badge. ■



Phil Solly



Andrew Withey



HAZARDS 2018

RMT members attended a conference organised by the Hazards campaign supported by various health and safety organisations and trade unions.

Conference workshops covered many subjects including mental health and stress - depression will be the second biggest health issue in the workplace by 2020 -air

pollution, driving at work and hierarchy of control.

They were based on reps experience from different unions and was a good opportunity to learn from each other.

Louise Taggart of Safety Health Practitioner magazine spoke about the death of her brother, an electrician and about the HSE figures for worker

deaths each year not being the full story. Accidents at work is the figure the HSE produce but what about the deaths caused by work - suicides due to work related stress, road traffic accidents where vehicles have not been maintained correctly by the employer for example.

Asli Odman from Turkey of Istanbul Workers Health and safety Assembly spoke about how figures for accidents were faked and the fact that there were hardly any and safety regulations.

A Criminologist from Open University) Steve Tombs has appeared on various accident related documentaries over the past year on Grenfell and what lessons are to be learnt from it.

He spoke about Social murder, a phrase used by Friedrich Engels in his 1845 work The Condition of the Working-Class in England whereby "the class which at present holds social and political control places hundreds of the working classes/poor in such a position that they

inevitably meet a too early and an unnatural death.

"Look at all the issues around Grenfell and think about how this could happen in an area where there are some of the most expensive houses in London and you can draw comparisons to Engel's words," he said.

It was interesting that Piper Alpha was mentioned quite a lot and compared to Grenfell, as it was another case of de-regulation of rules and standards contributing to a huge amount of deaths.

Campaigner Audrey White was played by the actress Glenda Jackson in the film Business as Usual which was based on events in the 80s when after raising the issue of sexual harassment taking place in her workplace in Liverpool she was sacked.

Audrey spoke about solidarity as not just members of her own union but from across all sectors and backgrounds, dockers, car workers, unemployed people,

LEGAL STATEMENT

RIGHT TO WITHDRAW FROM THE POLITICAL FUND

In accordance with section 84A of the Trade Union and Labour Relations (Consolidation) Act 1992 RMT is obliged to inform, on an annual basis, any member who joined the union on or after March 1 2018 that they are entitled to choose to withdraw their contributions to the union's Political Fund if they submit a withdrawal notice. For the avoidance of doubt, the union does not recommend that you do this as the money it receives from the Political Fund is vital to much of the campaigning work it undertakes.

However, if you wish to withdraw your contribution to the Political Fund you need to submit a withdrawal notice making clear you no longer wish to contribute to the Union's Political Fund. In this notice you should set out who you are, what your address is and what branch you are in. You can submit the withdrawal notice either by delivering it by hand to the Union's head office or your branch office or by emailing info@rmt.org.uk.

The union will then action your request. You can also ask us to provide you with an electronic version of a withdrawal notice for you to complete to facilitate your withdrawal and we will do this immediately if you email info@rmt.org.uk.

activists and other union members in solidarity all came to picket the store to support her.

Picketing of the other stores also began around the country and all the time, the publicity was raising awareness of sexual harassment, a taboo subject at the time.

The key message was if you have a union and solidarity behind you then you can change conditions in the workplace. Other speakers included the author of the book 'Blacklisted' Dave Smith, a MacDonald's worker from Manchester who had been involved in organising strike action and Bakers Union president Ian Hodson.

The key messages from this highly productive and informative conference were:

- The law does not improve safety – many examples have shown that workers have improved working conditions by their actions
- Safety reps are invaluable in the workplace and should be treated as such by management.
- HSE reduction in inspections – It is more important that reps are allowed to carry out their quarterly inspections and given adequate facility time
- Reps need to ensure that their employers allow them to attend training
- The TUC is campaigning for a Mental Health at Work Act with clear process and regulation
- Reps need to cover Mental Health and Wellbeing in safety meetings as an agenda item

Hazards also produce bi-monthly regional and national magazines on issues affecting safety reps and global workplace safety issues such as asbestos. ■

For more info:

<http://www.hazardscampaign.org.uk>

President's column



I attended the 150th Trade Union Congress in Manchester this month. People who know me would probably say that I'm not the TUC's biggest fan. Years of watching motions being passed and then very little being done about them has, I have to admit left me fairly sceptical.

A resolution was carried in 2013 seconded by Bob Crow calling for a general strike and all we got was a bus tour around the country to gauge opinion!

In 2016 I moved a successful motion that called for an urgent conference to formulate our fight-back against the "Anti" Trade Union Act. Two years on and we are still waiting.

This year Frances O'Grady headlined her speech calling for a four-day week. But when you look at what she actually said, it's hardly inspiring;

"I believe that in this century we can win a four-day working week, with decent pay for everyone".

Now, as we are only eighteen years into the century, it would appear that the TUC have set themselves an 82 Year target! None of us working today will ever know if they succeed, but good luck.

Shadow Chancellor John McDonnell addressed conference and, as ever, delivered a speech for the many, not the few. The promise to repeal the 2016 "Anti" Trade Union Act within the first one hundred days of a Labour government is great but still doesn't go far enough.

THE 82 YEAR PLAN

Our union has learned through years of experience that the most effective way to win for our members is to take effective industrial action.

Pledging to repeal the Act will undo only the most recent shackle on our unions. It will only take us back to 2015, when we were still tightly bound by onerous balloting requirements, restrictions on what we were allowed to strike about and controls on our political spending and more.

We need all anti-union laws repealed! We also want positive rights enshrined in law; most importantly, the right to strike, including over political demands and in solidarity with others. As Bob Crow always argued, we want to repeal and replace these laws: we want to reclaim our rights.

I'm pleased with the socialist direction that Jeremy Corbyn, John McDonnell and some notable others have taken over the last three years, and note that LP recent conferences have voted unanimously for the repeal of all the laws that restrict effective trade unionism.

With Jeremy's leadership being attacked by the media, the Tories and the employers, he needs our continued support to ensure that the socialist direction not only continues but picks up speed and, if anything, becomes even more radical.

Turkish journalist Sarya Tunc visited our union recently and it was a privilege to welcome her into our boardroom. She explained how journalists risk

losing their liberty and often their lives by simply doing their job. A third of the journalists jailed throughout the world are currently in Turkish prisons.

Sarya would like the opportunity to speak at meetings anywhere in the country to raise awareness and I am confident she will be welcomed with love and solidarity.

In memory of our former RMT regional organiser Stan Herschel:

*Bury me quick,
Bury me deep,
Off to the pub,
please don't weep.*

*Have a laugh,
Have a joke,
If you're on Facebook,
Give me a poke.*

*Talk of the old times,
The things I've done.
Some were serious,
Most were fun.*

*Remember the good,
The crazy, the sad.
Not always your favourite,
But I was your dad.*

*To my colleagues,
I hope I inspired,
may you continue the fight,
never tire.*

*My friends, my friends,
I knew who you were,
Always there to listen
And to confer.*

(Stan Herschel 18.10.1953 – 30.08.2018)

In Solidarity
Sean Hoyle



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“The RMT Legal Service has been fantastic. It shows
that RMT membership is worth every penny.”

RMT member, work accident claimant

*Within the union scheme. Terms and conditions apply. Claims must be brought within three years of the date of an accident or diagnosis. Exceptions do apply, please contact us for advice on whether or not you have a claim. **Where claims can be pursued in UK courts.

BIRMINGHAM RAIL
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

AYR BRANCH
NOMINATES
STEVE SHAW
FOR NATIONAL PRESIDENT

ASHFORD NO 1 BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

EAST KENT BRANCH
SUPPORT
STEVE SHAW
FOR RMT NATIONAL PRESIDENT

NUNEATON BRANCH
NOMINATES
MICHELLE RODGERS
FOR RMT PRESIDENT

CROYDON NO1 BRANCH
SUPPORTS
MICHELLE RODGERS
FOR RMT PRESIDENT

WORKINGTON BRANCH
NOMINATED
STEVE SHAW
FOR PRESIDENT

ORPINGTON BRANCH
NOMINATES
STEVE SHAW
FOR NATIONAL PRESIDENT

PICCADILLY BRANCH
SUPPORTS
MICHELLE RODGERS
FOR RMT PRESIDENT

CARDIFF RAIL BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

ABERDEEN NO1 BRANCH
NOMINATES
STEVE SHAW
FOR NATIONAL PRESIDENT

LIVERPOOL 5 BRANCH
SUPPORTS
MICHELLE RODGERS
FOR RMT PRESIDENT

CARDIFF RAIL BRANCH
NOMINATES
MARK ARMSTRONG
FOR NEC SOUTH WALES & WEST OF ENGLAND
REGION

NORTH STAFFS BRANCH
NOMINATES
STEVE SHAW
FOR NATIONAL PRESIDENT

DOVER SHIPPING BRANCH
SUPPORTS
MICHELLE RODGERS
FOR RMT PRESIDENT

LINCOLNSHIRE ROADCAR BRANCH
NOMINATES
MICHELLE RODGERS
FOR RMT PRESIDENT

CHILTERN LINE BRANCH
NOMINATES
STEVE SHAW
FOR NATIONAL PRESIDENT

NEASDEN BRANCH
SUPPORTS
MICHELLE RODGERS
FOR RMT PRESIDENT

NEWCASTLE AND GATESHEAD BRANCH
NOMINATES
STEVE SHAW
FOR RMT NATIONAL PRESIDENT

EIRE SHIPPING BRANCH
NOMINATES
STEVE SHAW
FOR NATIONAL PRESIDENT

OFFSHORE ENERGY BRANCH
NOMINATES
MICHELLE RODGERS
FOR RMT NATIONAL PRESIDENT

WARRINGTON AND DISTRICT BRANCH
NOMINATES
STEVE SHAW
FOR RMT NATIONAL PRESIDENT

ABERDEEN SHIPPING
NOMINATES
MICHELLE RODGERS
FOR RMT PRESIDENT

DORSET RAIL
SUPPORT
MICHELLE RODGERS
FOR RMT PRESIDENT

NORTH STAFFS BRANCH
NOMINATES
STEVE SHAW
FOR NATIONAL PRESIDENT

ABERDEEN SHIPPING
NOMINATES
GORDON MARTIN
FOR REGIONAL ORGANISER - SCOTLAND
REGION 1

CREWE NO1 BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

LEAMINGTON SPA BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

CARMARTHEN BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

SWINDON RAIL BRANCH
NOMINATE
STEVE SHAW
FOR RMT PRESIDENT

SWINDON RAIL BRANCH NOMINATES MARK ARMSTRONG FOR RMT NATIONAL EXECUTIVE COMMITTEE	SOUTH WEST MIDLANDS BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT	BASINGSTOKE BRANCH NOMINATE MICHELLE RODGERS FOR RMT PRESIDENT
WIGAN BRANCH NOMINATE STEVE SHAW FOR RMT PRESIDENT	HOLYHEAD NO1 BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT	LONDON TAXI BRANCH NOMINATED MICHELLE RODGERS FOR PRESIDENT
WAKEFIELD AND HEALEY MILLS NOMINATES STEVE SHAW FOR RMT PRESIDENT	HOLYHEAD NO1 BRANCH NOMINATES STAN HERSCHEL FOR RELIEF REGIONAL ORGANISER	EUROPEAN PASSENGER SERVICES BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT
DERBY RAIL & ENGINEERING BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT	WALTHAM CROSS AND DISTRICT BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT	KINGS CROSS BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT
WOLVERHAMPTON BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT	LU ENGINEERING BRANCH NOMINATES MICHELLE RODGERS FOR RMT NATIONAL PRESIDENT	GREAT NORTHERN RAIL BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT
BLACKPOOL AND FYLDE COAST BRANCH SUPPORTS STEVE SHAW FOR RMT PRESIDENT	LEWISHAM, SOUTHWARK AND DISTRICT BRANCH NOMINATES MICHELLE RODGERS FOR RMT PRESIDENT	LONDON AND ORIENT ENGINEERING BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT
BLACKPOOL AND FYLDE COAST BRANCH SUPPORTS STAN HERSCHEL FOR RELIEF REGIONAL ORGANISER NORTH	EDINBURGH NO1 AND PORTOBELLO DISTRICT BRANCH NOMINATES MICHELLE RODGERS FOR RMT PRESIDENT	COLCHESTER AND DISTRICT BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT
NEWCASTLE AND GATESHEAD BRANCH NOMINATES STAN HERSCHEL FOR RELIEF REGIONAL ORGANISER NORTH	NEWCASTLE RAIL & CATERING BRANCH NOMINATE MICHELLE RODGERS FOR RMT PRESIDENT	WATFORD BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT
NOTTS & DERBY BUS BRANCH NOMINATES MICHELLE RODGERS FOR RMT NATIONAL PRESIDENT	STOCKPORT & DISTRICT BRANCH SUPPORTS MICHELLE RODGERS FOR RMT PRESIDENT	CARLISLE CITY BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT
NOTTS & DERBY BUS BRANCH NOMINATE ANDY BUDDS FOR RELIEF REGIONAL ORGANISER (NORTH)	SALISBURY NO3 BRANCH SUPPORTS MICHELLE RODGERS FOR RMT PRESIDENT	ST PANCRAS BRANCH NOMINATES STEVE SHAW FOR RMT PRESIDENT

EUSTON NO1 BRANCH
NOMINATES
STEVE SHAW
FOR
RMT PRESIDENT

NEWCASTLE RAIL & CATERING BRANCH
NOMINATE
MICHELLE RODGERS
FOR
RMT PRESIDENT

THREE BRIDGES BRANCH
SUPPORTS
STEVE SHAW
FOR RMT PRESIDENT

WATERLOO BRANCH
NOMINATES
STEVE SHAW
FOR
RMT PRESIDENT

WISHAW & MOTHERWELL BRANCH
SUPPORTS
MICHELLE RODGERS
FOR RMT PRESIDENT

SOUTH LONDON RAIL
NOMINATING
STEVE SHAW
FOR RMT PRESIDENT

MARCH & DISTRICT BRANCH
NOMINATES
STEVE SHAW
FOR
RMT PRESIDENT

PORTSMOUTH BRANCH
NOMINATES
MICHELLE RODGERS
FOR RMT PRESIDENT

BIRMINGHAM ENGINEERING
SUPPORTS
STEVE SHAW
FOR RMT PRESIDENT

CAMBRIDGE BRANCH
NOMINATES
STEVE SHAW
FOR
RMT PRESIDENT

WISHAW & MOTHERWELL BRANCH
NOMINATES
GORDON MARTIN
FOR REGIONAL ORGANISER, SCOTLAND
(REGION 1)

CARDIFF NO 7 BRANCH
NOMINATING
STEVE SHAW
FOR RMT PRESIDENT

GLASGOW 5 BRANCH
NOMINATES
STEVE SHAW
FOR
RMT PRESIDENT

WISHAW & MOTHERWELL BRANCH
SUPPORTS
STAN HERSCHEL
FOR RELIEF REGIONAL ORGANISER - NORTH'

CAMBRIAN BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

POOLE & DISTRICT BUS BRANCH
NOMINATES
STEVE SHAW
FOR
RMT PRESIDENT

INVERNESS BRANCH
SUPPORTS
MICHELLE ROGERS
FOR RMT PRESIDENT

PADDINGTON NO 1 BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

BRIGHTON AND HOVE CITY BRANCH
NOMINATE
MICHELLE RODGERS
FOR
RMT PRESIDENT

BRIDGEND LLANTRISANT AND DISTRICT
BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

BLETCHLEY AND NORTHAMPTON BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

WIMBLEDON BRANCH
NOMINATE
MICHELLE RODGERS
FOR
RMT PRESIDENT

PRESTON NO 1 BRANCH
SUPPORTS
STEVE SHAW
FOR RMT PRESIDENT

WOLVERTON BRANCH
NOMINATED
STEVE SHAW
FOR
RMT PRESIDENT

DOVER DISTRICT GENERAL GRADES BRANCH
NOMINATES
MICHELLE RODGERS
FOR
RMT PRESIDENT

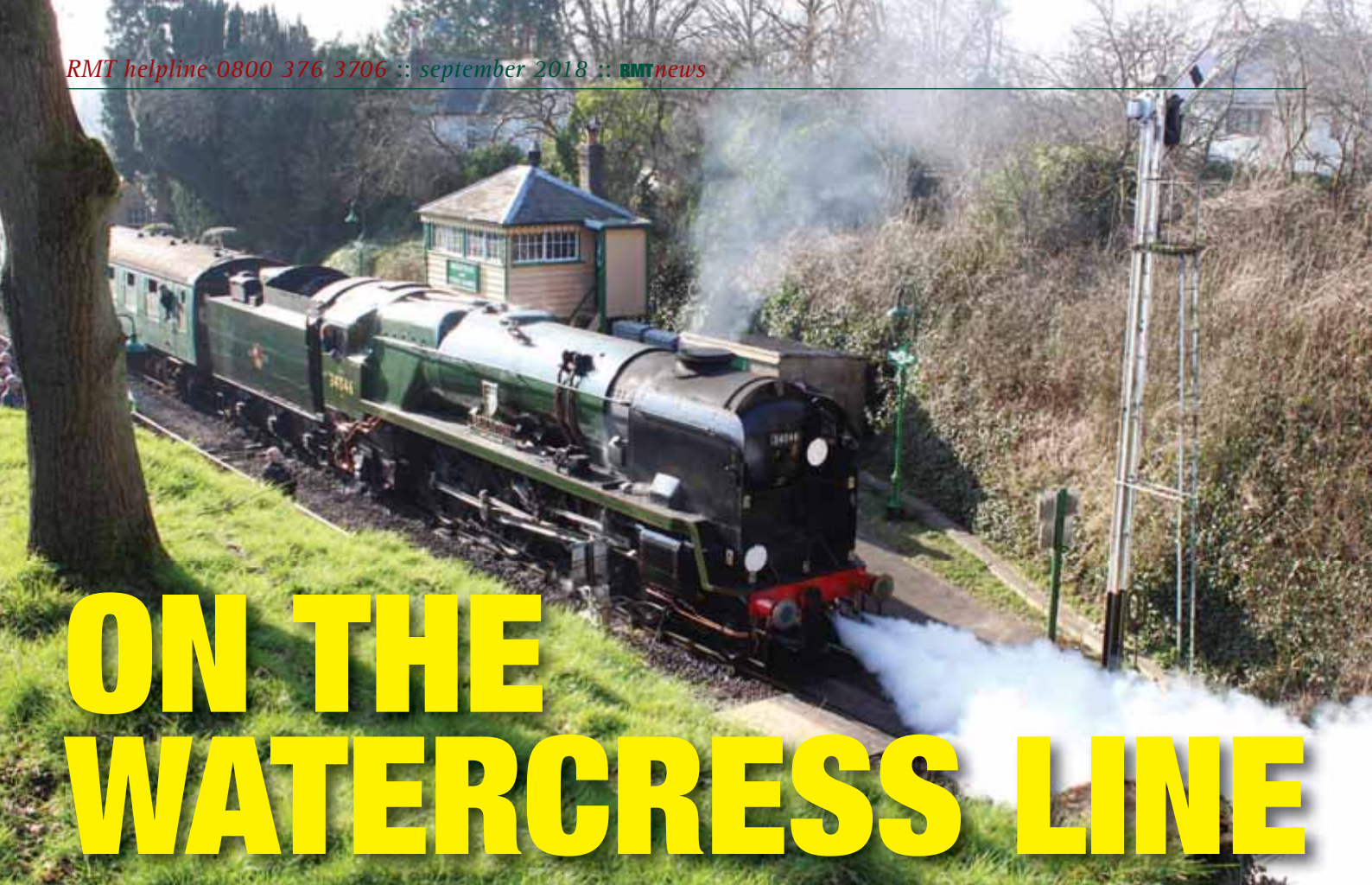
EAST SUSSEX COASTWAY BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

MORDEN & OVAL BRANCH
SUPPORTS
MICHELLE ROGERS
FOR RMT PRESIDENT

MANCHESTER SOUTH BRANCH
NOMINATE
MICHELLE RODGERS
FOR
RMT PRESIDENT

WIRRAL BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT

FELTHAM BRANCH
NOMINATES
STEVE SHAW
FOR RMT PRESIDENT



ON THE WATERCRESS LINE

The Mid Hants Railway is one of the most successful heritage railways in the country

The Mid Hants Railway has been operating as a popular heritage railway for more than 40 years, longer than its life under British Railways.

It started life in 1865 as the Alton, Alresford and Winchester Railway to fill the gap between Alton and the main route from London to Southampton and gained the name Watercress line as it transported the locally grown produce to markets in London.

In 1937 the line from London to Alton was electrified and through steam services onto the Mid Hants virtually ceased. However the line did play an important part during World War Two due to its location between the Army centre of Aldershot and the sea port of Southampton.

Diesel units took over in 1957 and the service improved considerably with passenger business picking up. When

closure notices were published in 1967 there was a major campaign to retain the line but it eventually closed in 1973.

However volunteers immediately swung into action and trains were running again by 1977 from Alresford to Ropley. Funds were then raised to buy the route to Alton and the new company re-opened the line in stages to Medstead in 1983 and finally back to Alton in 1985.

Today the Watercress Line has four stations which all feature a passing loop, allowing trains to pass one another and Alton has a cross-platform connection to mainline services to London Waterloo.

Alresford at the southern end of the line has the most passenger facilities, including a museum, buffet and two shops.

Medstead and Four Marks is the highest station in Hampshire and the line's signal and

telegraph department is here as well as the Permanent Way group and building department.

Ropley station houses the engineering centre of the line with locomotive maintenance and running sheds. This is where MHR project manager Becky Peacock takes groups on tours to show visitors the

impressive restoration work constantly being carried out.

Most of the engines on the line were rescued from the now infamous scrapyard in Barry where de-commissioned steam engines were sent by British Rail following the Beeching cuts. Today around 14 locos have been skilfully restored to their



former glory by volunteers.

Becky explains that Mid Hants has also won Heritage Lottery funding for its latest project to rebuild a 'Merchant Navy' class locomotive Canadian Pacific. This will see the restoration of the loco at Eastleigh works which will become the line's flagship engine along with carriages being built at Ropley.

The loco was originally built at Eastleigh in 1941 and was used in the war to haul freight and military materials in the war effort and could reach speeds of 105 mph. By 1966 it was languishing in the Barry scrapyards before being rescued to work on various lines before being bought by Mid Hants in 2006.

"Alongside the restoration work there is a large outreach programme aimed at involving more people with our railway's preservation work and collecting knowledge and memories of the steam era.

"This will help to create and develop a new generation to be involved in heritage railways," she says.

The line is also stemming the skills loss in the rail heritage sector by taking on apprentices to learn how to build and maintain rolling stock and locos.

"We currently have six apprentices learning essential heritage skills that will be needed in the future," Becky says.

Another addition to the features at Ropley is the listed bridge that used to serve platforms one to eight in Kings Cross station before re-development. This magnificent Victorian structure even appeared in the Harry Potter films, taking apprentice wizards to Platform 9 3/4.

Today it spans the platforms at Ropley and gives impressive views of the work sheds and the countryside beyond but it was not an easy process getting it into place.

"We received this huge listed metal structure in many pieces with no plans of how to put it back together.

"It proved a very challenging task and some volunteers are still not on speaking terms," she says with a laugh.

The Mid Hants Railway certainly has a lot to offer and its 10 miles of track goes through some of the best countryside Hampshire has to offer, a real gem.

For more info go to www.watercressline.co.uk

If you would like to volunteer contact canpac@watercressline.co.uk ■



CROYDE BAY OFFER

HALF PRICE FOR RMT MEMBERS!



Trade union-run holiday resort Croyde Bay is offering three and four night breaks in two bedroom self-catering cottage which sleep up to six people with kitchen and diner facilities and full use of pool and resort facilities from just £223.

Monday – Friday 4 Night Breaks

Monday 1st October - Friday 5th October Monday 8th October - Friday 12th October Monday 15th October - Friday 19th October

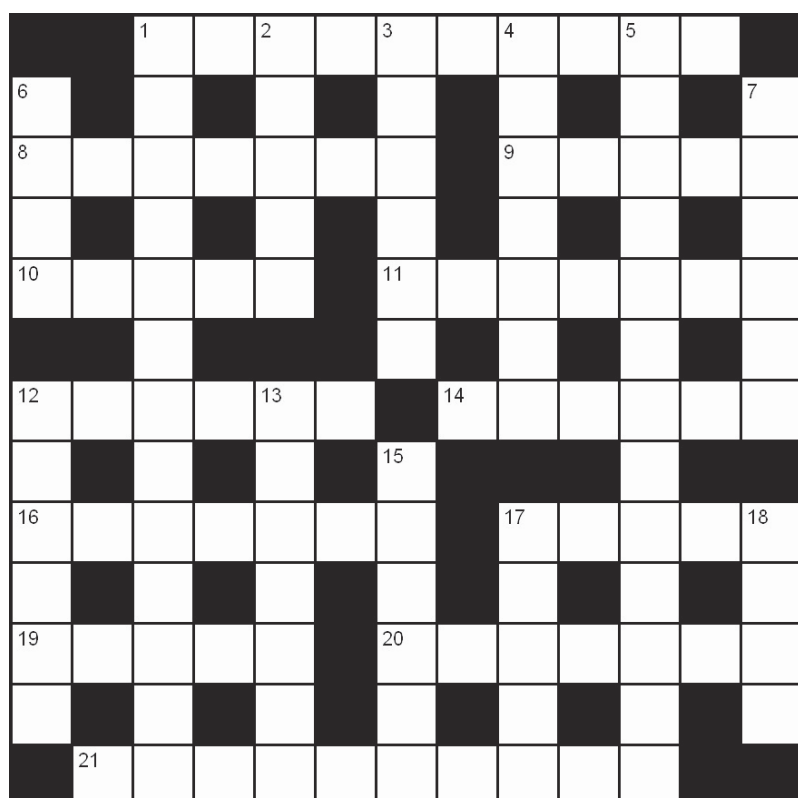
Friday- Monday Breaks 3 Nights

Friday 5th October - Monday 8th October Friday 12th October - Monday 15th October



T's and C's - . Subject to availability with limited allocation, offer can be withdrawn at any time, cannot be used in conjunction with any other offer. Waggy Tails and Twin Cottages £20 supplement. Maximum 6 people sharing in a cottage. Full payment required at time of booking. Sale ends September 30th or when allocation reached, whichever is first.

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is R Stone, Andover.

Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by Date October 10 with your name and address.

Winner and solution in next issue.



Crossword sponsored by UIA

ACROSS

- 1 Awaiting payment (10)
- 8 Put in motion (7)
- 9 Rate (5)
- 10 Call forth (5)
- 11 Helper (7)
- 12 Switch on (4,2)
- 14 Travel up (6)
- 16 Surround (7)
- 17 Tripod (5)
- 19 Farewell (5)
- 20 Serious (7)
- 21 Incessant (10)

DOWN

- 1 From better to worse (13)
- 2 Fad (5)
- 3 Superhero (6)
- 4 Female performer (7)
- 5 Boundlessness (13)
- 6 Low visibility (4)
- 7 Very bad (6)
- 12 Relating to leg bone (6)
- 13 Supervise (7)
- 15 Imperfection (6)
- 17 Lofty nest (5)
- 18 Strip of wood (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.
- 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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Mick Cash,
RMT General Secretary

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