

RMT *news*

Essential reading for today's transport worker

Déjà vu at Waterloo

INSIDE THIS ISSUE



STRIKE ACTION AT
SOUTH WESTERN
RAILWAY AND
NORTHERN
PAGE 4



SACKED ACTIVIST
RE-INSTATED
PAGE 13



IRISH SEA JOBS
PROTESTS
PAGE 15



BUS COMPANIES
PUTTING PROFIT
BEFORE SERVICES
PAGE 16



www.rmt.org.uk

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

INSURANCE

UIA Mutual offers great value, low cost Home, Travel and Pet Insurance to RMT members and their families.

- Interest free direct debits (spread over 10 months)
- No fees to amend your policy
- Accidental damage to TVs, laptops and game consoles covered
- Cover for damage caused by subsidence
- Alternative accommodation for family and pets if needed

Call on 0800 030 4606 to talk to UK-based call centre agents from 8.30am to 8pm Monday to Friday.

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

contents

Page 4

STRIKE ACTION AT SOUTH WESTERN RAILWAY AND NORTHERN

Page 5

DISABLED DENIED RAIL

Page 6

COME CLEAN OVER PICCADILLY LINE DISRUPTION

Page 7

LONDON OVERGROUND TICKET OFFICE VICTORY

Pages 8

'IN THE NAME OF GOD GO!'

Page 9

WE NEED TOUGHER LAWS ON BUS DRIVERS' WORK HOURS

Page 10

DÉJÀ VU AT WATERLOO

Page 12

SCOTRAIL STILL DUMPING HUMAN WASTE

Pages 13

SACKED ACTIVIST RE-INSTATED

Page 14

SUPPORT UK AND IRISH JOBS

Page 16

BUS COMPANIES PUTTING PROFIT BEFORE SERVICES

Page 18

WIGAN FUNDRAISER

Page 19

TIME FOR CHANGE FOR OFFSHORE WORKERS

Page 20

NETWORK RAIL EQUALITY MEETING

Page 21

RE-INSTATE MARC WADSWORTH

Page 22

REMEMBERING THE DEAD

Page 23

PRESIDENT'S COLUMN

Page 25

AN ATTACK ON WORKERS RIGHTS

Page 26

THE NHS UNDER THREAT

Page 28

AWARDS

Page 30

CROSSWORD

EDITORIAL



DÉJÀ VU AT WATERLOO

On the 30th anniversary of the Clapham rail disaster, which left 35 dead and injured hundreds more, RMT drew attention to a Rail Accident Investigation Branch (RAIB) report that warned that the lessons of Clapham still have not been learnt.

The RAIB report on a collision at London Waterloo on August 15 2017 released last month warned that “parallels with the 1988 Clapham Junction accident show that some of the lessons learnt from this accident are fading from the railway industry’s collective memory”.

No-one was hurt in the incident, but the report found that mistakes made were similar to those which caused the fatal crash at Clapham Junction.

This warning about an eerily similar chain of events at Waterloo should be taken very seriously by the industry as a whole.

It also highlighted the steady loss of experienced workers since the break-up of the industry following privatisation 25 years ago.

The fragmentation that started after Clapham has meant that contractors are simply striving for ever greater profits while Network Rail, responsible for operating, maintaining and renewing rail infrastructure, is stretched to breaking point due to budgetary constraints.

Another scathing report from the transport select committee into the widespread rail disruption found that transport secretary Chris Grayling failed to prevent delays caused by the timetable changes, which saw Govia Thameslink Railway (GTR) fail to run 12 per cent of its planned services.

The report came as Go-Ahead, the main transport operator behind GTR, agreed a settlement with the government over the timetable failures but the company will not be stripped of the franchise.

Instead of acting Mr Grayling announced a year-long independent review into the state of the railways, but Labour MP Lilian Greenwood, who chairs the select committee, said that passengers cannot wait until 2020 for any real change.

Before then, they will have to stomach an average 3.1 per cent hike to rail fares which came into force in the new-year.

Another damning report by disability charity Leonard Cheshire found that disabled people are being denied access to trains at more than 1,000 stations across Britain because private operators put profits first.

It is clear that train operating companies should immediately cancel their plans to sack guards and station staff.

The people paying the price for these cuts-led decisions are the most vulnerable in our society, who are being denied the right to travel in total contravention of disability discrimination legislation.

As part of RMT’s campaign for more jobs for domestic ratings on the Irish Sea the union also held days of action at Irish Ferries at Holyhead Port in Anglesey and at ‘low-cost’ operator Seatruck in Liverpool with support from Labour MPs.

It is clear we need to better protect seafarers’ pay rates and to enable UK and Irish ratings to compete for work on Seatruck and other Irish Sea operators in the maritime sector.

An explosive RMT survey has also exposed how bus companies prioritise making money over providing a public service.

The survey was contained in RMT evidence published by the Parliamentary Transport Select Committee Inquiry into the bus industry.

It is also no surprise that bus workers overwhelmingly support public ownership of the bus industry.

With services in decline and vulnerable and isolated communities taking the brunt of the cuts it is now clear that decades of bus privatisation have failed and we need a new national strategy for our buses underpinned by public ownership.

Mick Cash

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STRIKE ACTION AT SOUTH WESTERN RAILWAY AND NORTHERN



Carlisle

RMT members on Northern Rail took their 40th day of strike action last month while members on South Western Railway also took further action against the extension of driver-only operation the removal of the guard.

RMT said that it was “angry, frustrated and determined to carry on the fight for a safe, secure and accessible railway for all” as Northern dug in their heels and continued to ignore the unions’ clearly set out principles around the guarantee of a second safety-critical person on the train, with that member of staff having the full suite of competencies including at the crucial platform/train interface.

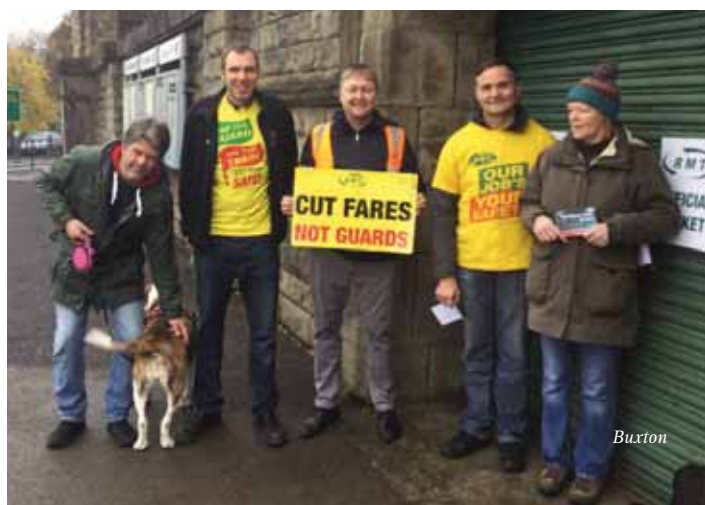
RMT general secretary Mick Cash said that Northern Rail had slammed the door on all efforts to make progress towards a settlement that underpins the guard guarantee.

“It’s time for Arriva Rail North to stop taking instructions from this collapsing

government, get out of the bunker and start talking seriously and positively with the union on the issue of the guard guarantee instead of gambling with public safety as they pump up their profits.

“We thank the public for their continuing support and understanding that this dispute is all about safety, access and passenger service on Britain’s increasingly violent and dangerous railways”.

He also said that the latest phase of action in the long-



Buxton



Liverpool

running dispute on South Western Railway came solely as a result of the company's intransigence against reaching a negotiated settlement that would underpin the guard guarantee on its trains.

"South Western Railway stubbornly refuses to make any progress at all in resolving this dispute, which is about safety, security and access on South Western Railway.

"The company is hell bent on opening up a loophole that would allow them to run services driver only at their discretion.

"Recent figures have shown a shocking surge in violence on our railways across the festive season and it is frankly

appalling that South Western Railway is looking for a green light to throw the guard off their trains as and when they see fit in the name of profit.

"SWR might think it's acceptable to play fast and loose with passenger safety, security and access but RMT members, who have stood firm throughout this dispute despite appalling harassment from the company, will not accept a dilution of the safety regime on the railway.

"There's a simple solution to this dispute and it means SWR stop playing with words and negotiate the guard guarantee that reflects the safety values of the agreements RMT has pinned down in other parts of the rail industry," he said. ■



Wigan



Skipton



Manchester



Newcastle



Fratton



Portsmouth

DISABLED DENIED RAIL

Disabled people are being denied access to trains at more than 1,000 stations across Britain because private operators put profits first, a damning study has revealed.

Disability charity Leonard Cheshire analysed data from the Office of Rail and Road, which revealed which stations do not have full disability access.

It emerged that over 40 per cent of the country's 2,560 stations do not have full step-free access.

To make matters worse, rail privateers are sacking station staff and train guards in the pursuit of higher profits, even though these staff are needed to help disabled passengers.

The charity said that train operators were "barring disabled people from travelling independently".

Leonard Cheshire is calling on the government and rail companies to make all stations fit for use by disabled people.

RMT, which is staging weekly

strikes at train operators Northern and South Western Railway in defence of safety-critical guards, said that the revelations were "a shameful wake-up call for the whole industry".

RMT general secretary Mick Cash said that the companies should immediately cancel plans to sack guards and station staff.

"The people paying the price for these cuts-led decisions are the most vulnerable in our society, who are being denied

the right to travel in total contravention of disability discrimination legislation.

"Guards and station staff are crucial in delivering a safe and accessible railway for all and social media is awash with the appalling stories of those who have been left stranded because there was nobody to help them as numbers are hacked back by greedy train companies. It is time for that scandal to end," he said. ■

COME CLEAN OVER PICCADILLY LINE DISRUPTION

RMT has demanded that London Underground bosses come clean to both staff and public over the significant and continuing service disruption on the Piccadilly line which has led to a series of problems.

The on-going disruption is being caused by previous problems with the rolling stock wheels and has caused service suspensions between Rayners Lane and Uxbridge alongside an impact along the rest of line.

Despite this, LUL has refused to put honest and accurate information out to members of the public, leading to front line staff being confronted by angry passengers and total ridicule on social media from hundreds of members of the public sick and

tired of being misled.

RMT representatives, along with some line managers, have brought these concerns to senior LUL management but they still refuse to put out honest information and insist on showing the Piccadilly line running a good service when it isn't, angering members of the public who turn up expecting trains to be running and putting staff at increased risk of abuse and assault.

RMT general secretary Mick Cash said that it was bad enough that London Underground were sending out sub-standard trains, but to actively mislead the public and staff with an impression that all is well is a dangerous farce and



must be called to a halt.

"Frontline station staff, already massively over worked through years of cuts, do not need yet more pressure and the risk of confrontation from angry customers because of the companies dishonesty.

"It also does nothing for LUL's reputation as a transport

provider in a world class city to show this contempt for its passengers.

"RMT is taking steps to advise staff of their rights under safety legislation and will continue to demand that Londoners are told the truth about the service being provided," he said. ■

CLEANERS & CATERERS FORUM SAT 23 FEB 2019 / 10:00 TO 16:00

This informal forum is for cleaning and catering staff in the London area, whether you are an RMT member or whether you wish to join on the day.

What you will get from the day:

- Knowledge of the current situation with cleaners and caterers on recognition agreements and pay awards.
- An understanding of what RMT wants to do with regard to cleaners and caterers charters.
- Information on how we plan to recruit and train reps and give ongoing support. Most importantly we want to hear from YOU and there will be plenty of opportunity for reps and other attendees to share experiences.

Whether you are a longstanding activist, or just interested, this is your chance to both hear from your union and get your voice heard in an informal atmosphere.

We look forward to seeing you on the day.



St Pancras & Somers Town Living Centre, 2 Ossulton Street, London, NW1 1DF

Nearest stations just a short walk away either Kings Cross, St Pancras or London Euston.

Organised by London Anglia Regional Council. All Welcome



RAIL GOURMET MEMBERS TAKE FURTHER STRIKE ACTION IN EDINBURGH

SOLIDARITY: Scottish labour leader Richard Leonard stands in solidarity with rail gourmet workers.

Rail Gourmet RMT members based at the Edinburgh Depot working on the work on the inter-city LNER contract took further strike action last month in a fight for workplace justice following a comprehensive breakdown in industrial relations.

Scottish labour leader Richard Leonard stood in solidarity with workers on strike

over a culture of bullying and harassment by management.

Following an overwhelming vote in the ballot in favour of taking industrial action, and after previous action in October, further action went ahead as planned.

RMT general secretary Mick Cash said that it was a fight for workplace justice involving a crucial group of staff servicing

the catering functions on LNER trains and they deserve to be treated with dignity and respect just like any other group of transport workers.

"RMT will not stand back while bullying, abuse of procedures and non-payment for additional duties is rife. Our members have voted overwhelmingly for action in an earlier ballot and have shown

rock solid support for this fight and it is now down to Rail Gourmet to take this dispute seriously and start talking about a settlement that puts fair treatment in the workplace at the top of the agenda.

"It is clear that the only way we can get management to address these issues immediately is by taking further strike action," he said. ■

LONDON OVERGROUND TICKET OFFICE VICTORY

RMT racked up another important victory in the campaign to halt the London Overground ticket office closure programme last month but warned that the battle was far from over.

At a packed London Travelwatch board meeting the independent passenger watchdog recognised that the proposal from Arriva Rail London to close 51 ticket offices "is not a clear cut situation" and they need more answers to questions which were raised.

London Travelwatch said that as a passenger body it was "entirely legitimate" that the board raised its concerns and that it gets answers. The two main areas were issues around the capability of ticket machines and the level of footfall at these stations, which for 39 of them is



PROTEST: A big delegation of London Overground reps attended the London Travel watch meeting to demand that passenger footfall and disabled accessibility and not just ticket sales were taken up by the board.

well over a million entries and exits a year.

RMT general secretary Mick Cash welcomed the interim decision of the board and hoped that all the genuine concerns of passengers and staff around safety, accessibility, security and machine reliability were looked

at and fully taken into account before any final decision is made.

"RMT believes firmly that there is no case for any closures and we have recorded another important victory in our campaign to halt the ticket office closure programme but

the battle is far from over.

"I repeat again that London Mayor Sadiq Khan should heed the calls of passengers and their representatives and withdraw now his support from this flawed plan to close the ticket offices," he said. ■



RENATIONALISE: RMT Parliamentary group members Ian Lavery, Ian Mearns, Dan Carden, Rachael Maskell, (Mike Hill) Danielle Rowley and Roger Godsiff

‘IN THE NAME OF GOD GO!’

Tory transport secretary told to resign over “chaotic” new railway timetables and crippling fare rises

Following a scathing report by the transport select committee into the widespread disruption to tens of thousands of passengers in May, transport secretary Chris Grayling came under heavy pressure from MPs and unions to resign last month.

The report said that Mr Grayling failed to prevent delays caused by the timetable changes, which saw Govia Thameslink Railway (GTR) fail to run 12 per cent of its planned service last May.

Arriva Rail North did not run around 11 per cent of its trains and there was also a knock-on impact on TransPennine Express.

The report came as Go-Ahead, the transport operator that owns a majority stake in the company behind GTR, agreed a settlement with the government over the timetable failures but the company would not be stripped of the franchise.

RMT general secretary Mick Cash said that the half-hearted slap on the wrists for GTR was a pathetic insult to passengers who had suffered daily misery at the hands of the basket case franchise.

“This report is the most devastating official indictment of 25 years of Britain’s privatised railways and makes it clear that the system has failed,

the man in charge of the system has failed and no amount of reviews or fiddling around the edges will make right something so fundamentally wrong and broken as the mess that passengers are faced with on a daily basis.

“Chris Grayling should resign and he should take his bankrupt private franchising operation with him and give the public sector a chance to clean up the mess he has left behind,” he said.

Labour MP Lilian Greenwood, who chairs the select committee, said that it was extraordinary, and totally unacceptable, that no-one took

charge of the situation and acted to avert the May timetabling crisis.

“The complex system by which we operate our rail services failed to cope with the scale of change planned for May,” she said.

Mr Grayling has announced a year-long independent review into the state of the railways, but Ms Greenwood said that passengers should not be made to wait until 2020 for any reforms to be implemented.

Before then, they will have to stomach an average 3.1 per cent hike to rail fares which came into force in the new-year.

BRING INTERSERVE RAIL CONTRACTS IN-HOUSE

RM T is calling for Interserve rail contracts to be taken in-house as the company entered rescue talks to deal with debts of over £600million, sparking fears of a Carillion-style collapse.

Interserve, one of the government's largest contractors, has asked lenders for a bailout for the second time in a year ahead of repayments that are due in early 2019.

The company is worth about £37million and employs 45,000 in the UK. However it has seen its shares plunge by more than 75 per cent as investors walk away from the outsourcing industry, where major government projects have wafer-thin profit margins.

RMT general secretary Mick Cash said that Interserve held a number of contracts in the rail industry, including major station facilities management work on Network Rail in the south, and both passengers and staff alike were left guessing as the company lurched from crisis to crisis.

"RMT is calling for immediate action to begin transferring the Interserve transport sector contracts in-house to avoid a repeat of the Carillion chaos.

"Once again we see the reality of bandit capitalism and its toxic impact on our public services.

"The time has come to end this obsession with the private sector speculators and return to the principles of public services run and owned by the public, free from this corrosive nonsense," he said.■

Parliamentary Column



WE NEED TOUGHER LAWS ON BUS DRIVERS' WORK HOURS

On October 3 2015, a bus lost control and crashed into a shop in the centre of Coventry. The crash killed even-year-old Rowan Fitzgerald, from my constituency of Warwick & Leamington, as well as 76-year-old Dora Hancox from Nuneaton.

Two more people were seriously injured. The bus company – Midland Red, a wholly-owned subsidiary of Stagecoach – pled guilty to two charges under the Health and Safety at Work Act of putting members of the public and their own staff at risk. They received only a fine.

The now 80-year-old driver was unable to even be tried due to the poor state of mind he is in after being diagnosed with dementia – a factor that may have played a part in the crash. What is most concerning is that there was an absolute inevitability that such a tragedy could happen. He had been involved in four crashes in three years. He was assessed by the company's driving school just seven months before the crash, who said he wouldn't have even passed an initial driving test. Controllers were told to limit his shifts to just a few hours per week.

Despite all this, Midland Red still let the then 77-year-old driver work an obscene number of hours leading up to the day of the crash – 62 hours, 76 hours, 76 hours and 75 hours in the four weeks before. The bus driver clearly should have made the decision to stop working, but Midland Red allowing him to continue, and work such long hours, is even worse – nothing short of corporate manslaughter which killed two people.

The fact Midland Red have escaped with only a fine is a sad indictment of our criminal justice system. Individuals from Midland Red who ignored repeated warnings over a three-year period about the safety of letting this person drive should have received personal punishment for the decisions they took.

The other key issue with all of this is that our laws around the working hours of bus drivers are clearly not

keeping the public safe. The fact that the driver had been working 70+ hour weeks leading up to the crash undoubtedly had a part to play in causing this accident. However, this is entirely legal under British law, as local bus drivers are not subject to the same working hour regulations as long-distance bus drivers or lorry drivers.

Under EU law, a long-distance bus driver or lorry driver cannot work more than 56 hours a week, or more than 90 hours over any two consecutive weeks. However, this EU law does not extend to bus drivers on local routes (of less than 50km) incredibly. The British laws which regulate bus drivers' hours do not have any limit. If an individual driver chooses to opt out of the EU Working Time Directive, that driver can work as many hours as they choose and their company allows them to do so.

I believe this tragedy could have potentially been avoided if working hours for local bus drivers were capped at 56 hours a week, and no more than 90 hours over any two consecutive weeks, as it already is for long distance bus drivers and HGV drivers.

I will be taking this issue to Parliament, where I hope I can persuade colleagues of the need to bring local bus drivers hours in line with those for long distance bus drivers and lorry drivers. In 2014, Jeremy Corbyn and John McDonnell supported a similar call for "European regulations on drivers' hours to cover all commercial journeys by passenger carrying vehicles in the UK" by signing early day motion 497. As the motion notes, this is something unions have been calling for for some time.

It is imperative that we do everything we can to help protect people using buses as well as pedestrians in our town and city centres – two more lives cannot be lost the next time a bus driver is asked to work too many hours than is safe.

Matt Western is MP for Warwick & Leamington.

DÉJÀ VU AT WATERLOO

Report into a collision at London Waterloo reveals parallels with the 1988 Clapham disaster which killed 35 people



Shortly before the 30th anniversary of the 1988 Clapham Junction rail crash last month the Rail Accident Investigation Branch (RAIB) released its report into a collision at London Waterloo on August 15 2017.

The RAIB warned that “parallels with the 1988 Clapham Junction accident show that some of the lessons learnt from this accident are fading from the railway industry’s collective memory”.

No-one was hurt in the incident, but the report found mistakes made were similar to those which caused the fatal crash at Clapham Junction.

It found that a passenger train had been diverted from its intended route because a set of points - movable sections of track which allow trains to transfer from one line to another - were incorrectly positioned due to “uncontrolled wiring” being added to the signalling system.

This happened after contractor OSL Rail Ltd failed to meet expected standards and “did not fully consider the potential consequences” of adding the wiring, the report said.

An “underlying factor” in the collision was that Network Rail and its contractors had failed to address the “full requirements” of the staff responsible for the signalling work.

Network Rail described the

DISASTER: “Parallels with the 1988 Clapham Junction accident show that some of the lessons learnt from this accident are fading from the railway industry’s collective memory” – RAIB report

Waterloo crash as "a wake-up call".

The inquiry into the 1988 Clapham disaster chaired by Anthony Hidden QC also found faulty wiring had caused an incorrect signal to be displayed to a train driver, who was driving into a blind bend and had no chance of stopping.

Several of the Hidden report's recommendations to reform the way railway signalling was designed, installed and tested included in the new Signal Maintenance Testing Handbook (SMTH) were not followed in the Waterloo incident, according to the RAIB.

It said that the tester redesigned faulty wiring without having the relevant SMTH licence or authority to do so. Witnesses also said that he "had a poor understanding of how testing processes interacted with design and installation processes".

The RAIB was concerned that the need for rigorous application was being forgotten as people with personal knowledge of the Clapham tragedy retire or move away from front-line jobs.

"This deep-seated, tacit knowledge is part of the corporate memory vital to achieve safety.

"Loss of this type of knowledge as previous generations leave the industry is a risk which must be addressed by organisations committed to achieving high levels of safety," it said.

RMT assistant general secretary Mick Lynch said that the steady loss of experienced workers had been taking place since the break-up of the industry following privatisation 25 years ago.

"The fragmentation of the rail industry that started after Clapham has meant that there is an ever greater disconnect between contractors striving for ever greater profit for their shareholders while Network Rail, responsible for operating, maintaining and renewing rail infrastructure, is stretched to breaking point due to budgetary constraints," he said.



INCIDENT: A 10 car 466 derailed just outside Waterloo station whilst working the 0540 Waterloo to Guildford on August 15

Simon French, Chief Inspector of Rail Accidents also said that it was concerning for RAIB to discover, during the investigation of the collision at Waterloo, that some of the important changes made following the Clapham rail crash inquiry were not reflected in the way that signalling modifications were being undertaken.

"Some of the people involved in the signalling work connected with upgrading Waterloo station and its approach tracks did not keep proper records of temporary works, or ensure that additional temporary wiring was shown on the design documents.

"Leaving that temporary wiring in place when it should have been removed led to a passenger train being diverted onto a blocked line and colliding with wagons. Compliance with the existing standards, developed since Clapham, would have provided the controls needed to stop temporary wiring being installed and used in the uncontrolled manner which resulted in this accident.

"We are recommending that Network Rail takes action to develop and reinforce a positive safety culture within the signal engineering profession as a

whole, by putting in place processes to educate present and future staff about how and why the standards have been developed, and why these things matter.

"It's also important to give people the skills to recognise and deal with non-compliant behaviour, whether that behaviour is by themselves or their colleagues. I believe that this accident at Waterloo starkly demonstrates why the lessons of Clapham should never be forgotten," he said.

The RAIB made three recommendations. The first, addressed to Network Rail, sought improvements in the depth of knowledge and the attitudes needed for signal designers, installers and testers

to deliver work safely.

Recommendations addressed to contractors OSL Rail Ltd and Mott MacDonald Ltd sought development and monitoring of non-technical skills among the staff working for them.

The RAIB has also identified four learning points. One highlights the positive aspects of a plan intended to mitigate an unusually high risk of points being moved unintentionally. The others reinforce the need to follow established procedures, prompt staff to clearly allocate duties associated with unusual activities and remind staff that up-to-date signalling documentation must be available and easily identified in relay rooms and similar locations. ■



ANNIVERSARY: RMT general secretary Mick Cash, former president Sean Hoyle and incoming president Michelle Rogers

SOLIDARITY WITH TUBE CLEANERS PROTEST

RMT Parliamentary protest and rally Tuesday January 29 2019

5.00pm: (sharp) Demonstration opposite Parliament, Old Palace Yard, SW1P 3JY

6.30pm: Rally in the Houses of Parliament

London Underground's 3000 cleaners have been outsourced to global contractor ABM. Despite working unsocial hours, in dirty and hazardous conditions, cleaners are being treated less favourably compared to other workers directly employed by Underground. That means inferior sick pay, holidays, pensions and travel facilities. On top of this the cleaning workforce is set to be cut by a third from 3,000 to 2,000, piling the pressure on these hard-pressed workers.

RMT is demanding:

- **No Cleaning Job Cuts**
- **Equal Conditions with London Underground workers**
- **Bring all cleaning work in-house.**

All RMT branches are asked to send a delegation and ensure your branch cleaning members' coordinator is included in the delegation. Please bring your branch banners.

SCOTRAIL STILL DUMPING HUMAN WASTE

RMT has written to both Scotrail and the Scottish government demanding urgent action as the company are in flagrant breach of a clear agreement with the union to halt once and for all the dumping of human waste on Scotland's railways by December 2017.

Abellio Scotrail has introduced a number of forty year-old vintage High Speed Trains onto the rail network in Scotland due to their refurbishment programme being some months behind schedule.

A number of trains are also being returned back to other train operators from December

so the human waste onto the track will become an issue at Scotrail again as nine out of ten of the trains are not fitted with Controlled Emission Tanks.

This is a total breach of a well-publicised agreement with the union that the practice of dumping human excrement on the tracks, at great risk to rail workers and others coming into contact with the disgusting practice, would end in December 2017.

Even ScotRail admitted that the situation was "far from ideal".

Currently the only route that has a train fitted with a waste tank is the service running

between Aberdeen and Edinburgh.

RMT general secretary Mick Cash said that members were rightly appalled that ScotRail had sought to rip-up a clear agreement to end the filthy and disgusting practice of dumping human excrement on Scotland's railways.

"This disgraceful and retrograde step must be halted now and the union will take whatever action is required to hold ScotRail to their agreement with the union.

"One minute ScotRail are bragging about their aim to operate the most modern railway in the world and the next they are back to spraying

track workers with human waste," he said.

A Transport Scotland spokeswoman said that it completely sympathised with union over the issue.

Scotrail bosses also confirmed plans to end free rail travel for children last month.

The popular 'Kids Go Free' scheme which enables an adult able to take up to two children for free on return journeys was abolished this month as part of rip-off rail fare rises. Each child will be charged £1 from this month, meaning an adult who travels once a week with two children will be more than £100 worse off after the scheme is cancelled. ■



SACKED ACTIVIST RE-INSTATED

Sacked Great Western Railway guard re-instated following ballot threat

Great Western Railway (GWR) guard Benjamin Frederick, an RMT health and safety representative at Paddington depot, has won his job back after being wrongfully sacked by management.

Mr Frederick had been dismissed following a disciplinary hearing after he was assaulted, racially abused and spat on at Evesham Station by a member of the public while working as a train manager in August.

He reported the attack to his employer (GWR Duty Control) and to the British Transport Police (BTP) on the same day. He was told that the BTP would contact him to take a statement but this has never happened.

Subsequently, on September 5 2018 Frederick was suspended from duty by his employer pending investigation of an allegation that he had assaulted a member of the public. He was suspended for over a month in breach of GWR's own guidelines and agreement with RMT that investigatory suspensions of staff should not exceed 28 days.

CCTV footage shown by an investigating manager to Mr Frederick clearly showed the member of the public carrying out an assault by spitting at him and hitting him with a mobile phone and racially abusing him.

No complaint was ever made against Mr Frederick from a member of the public and but the employer instigated an

investigation and sacked a highly regarded union activist and health and safety officer.

As a result RMT moved towards a ballot of all guards and drivers at Paddington Depot for strike action and action short of a strike over the victimisation and the decision to sack the union activist.

RMT general secretary Mick Cash congratulated RMT members for standing by Mr Frederick in a magnificent show of solidarity.

"Ben Frederick was the victim of a vexatious and false allegation, which had been cooked up by managers with a grudge against an active trade unionist.

"It is evidence of GWR

management's failure to even carry out the company's own procedures in relation to members of staff assaulted at work in the course of their duties.

"In this instance GWR failed to protect staff who are in the frontline of dealing with the public, only paid lip service to its duty of care for staff assaulted at work and failed to adhere to its own Violence at Work policy.

"We can only hope that the company has learned from this sorry saga and will now re-evaluate how it treats front-line workers to prevent it from happening again," he said.



SUPPORT UK AND IRISH JOBS

RMT's campaigning in the Irish Sea turned to 'low-cost' operator Seatruck in Liverpool last month with a protest at the company's depot at Brocklebank Dock as the union steps up the fight for pay and workplace justice.

Seatruck operate 76 freight sailings a week on three Irish Sea routes, Liverpool-Dublin, Heysham-Warrenpoint and Heysham-Dublin. Seatruck's fleet carry 20 per cent of all freight moved on the Irish Sea, with ro-ro-freight volumes up 10 per cent in 2017. Larger ships have been moved onto all three routes this year to increase capacity.

This growth saw post-tax profits of £9.4 million in 2017 and Seatruck has paid out a whopping £23.5 million in dividends in the last three years to shareholders in its Danish parent company, Clipper Group.

Seatruck's ferries, registered in Cyprus or the Isle of Man, are

crewed with EU seafarers on rates of pay below the National Minimum Wage, as low as £3.78 an hour for Ratings working right weeks on four weeks off. By contrast, in 2017 Seatruck's highest paid director received a 17 per cent pay rise to over £304,780.

Crew working for the company do not receive a pension and are required to undertake lashing work which should be carried out by dockers. Unsurprisingly, Seatruck do not recognise UK or Irish trade unions for collective bargaining purposes.

Despite this fundamental attack on jobs, pay and trade union rights in the Irish Sea ferries industry, Seatruck was awarded 'Business Model of the Year' by Mersey Maritime in 2017.

RMT general secretary Mick Cash called for trade union recognition and for the National Minimum Wages in UK and



Ireland to be applied and enforced in the Irish Sea.

"It is clear we need to better protect seafarers' pay rates and to enable UK and Irish Ratings

to compete for work on Seatruck and other Irish Sea operators in a maritime market which is expected to continue growing after Brexit," he said. ■



HOLYHEAD JOBS PROTEST

As part of RMT's campaign for more jobs for domestic ratings on the Irish Sea the union held a Day of Action against Irish Ferries at Holyhead Port in Anglesey recently.

The union has obtained evidence that a Latvian Ordinary Seaman is paid a basic €5.51 per hour by Irish Ferries. RMT members targeted a sailing to loudly raise the need for pay justice and trade union recognition at this company which is a major threat to the long-term job prospects of Irish and UK Ratings.

Ahead of the arrival of the new 'super ferry' W.B. Yeats on the Holyhead-Dublin route, this action was vital to raise public awareness of Irish Ferries' anti-trade union policies.

The W.B. Yeats has been bedevilled by technical and other problems which have delayed its introduction by over four months to date. Current speculation was that the vessel will arrive for work on the Holyhead-Dublin route very

soon. Whenever it arrives, RMT members will be ready to swing into action to raise the profile of Irish Ferries' damaging and exploitative crewing practices.

RMT general secretary Mick Cash said that the union had taken the campaign for decent jobs on decent pay and conditions right to the heart of the Irish Ferries operation at Holyhead Port.

"Our fight for pay justice and trade union recognition from these ferry operators is stepping up and we are sending out the clearest possible message to those behind exploitation and union busting in the maritime sector that we are coming for them," he said. ■

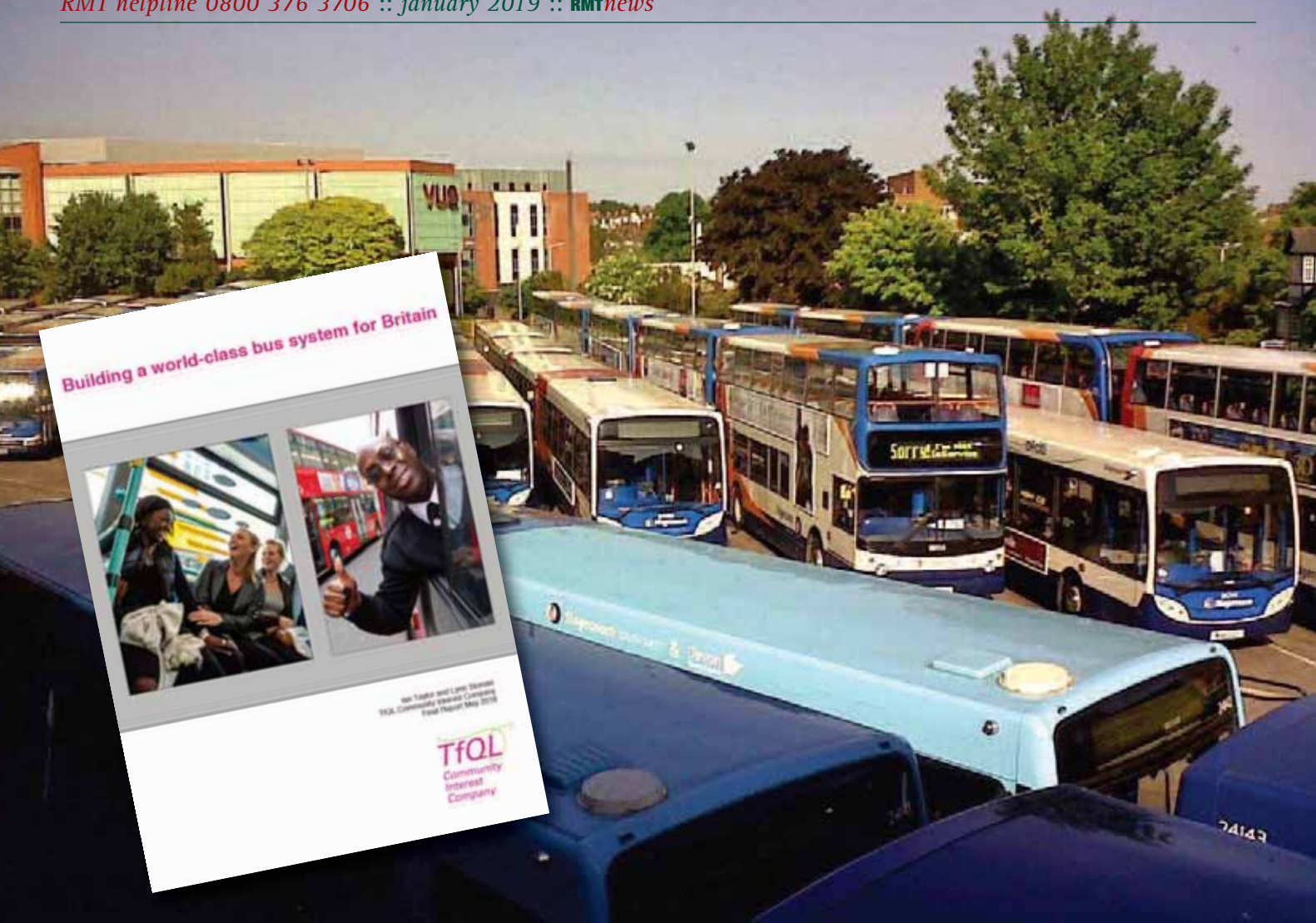


NEW RFA CONVENOR

RMT national secretary Darren Procter attended a productive meeting with members onboard the vessel RFA Tidesurge in Portland with new RFA Convenor John Doherty (pictured right) last month.

Members discussed the effects of the public sector pay cap, health and safety, union benefits, issues affecting the wider maritime membership and the RMT's SOS2020 campaigns against operators exploiting low cost labour. ■





BUS COMPANIES PUTTING PROFIT BEFORE SERVICES

RMT survey exposes how bus companies prioritise making money over providing a public service



Bus companies are prioritising making bigger profits over providing decent services a new RMT survey provided to MPs has found.

The details of the survey contained in RMT evidence published by the Parliamentary Transport Select Committee Inquiry into the bus industry which took evidence from the unions and bus employers.

The RMT survey of bus workers found that 72 per cent of bus workers believed their company prioritised making a profit over providing a service.

The survey provided to MPs also found that:

- 76 per cent of bus workers did not think that there was enough funding for bus services
- Only two per cent of bus workers thought that the government had good policies for the bus industry.
- 84 per cent of bus workers said they believed bus services should be publicly owned and operated.

RMT general secretary Mick Cash said that it should be a massive concern to politicians that the vast majority of workers on the frontline responsible for delivering bus services believe that not only is there insufficient funding for our buses but that on top of this the private bus companies are prioritising making bigger profits over providing a decent service.

“It is perhaps no surprise that bus workers also overwhelmingly support public ownership of the bus industry.

“With services in decline and vulnerable and isolated communities taking the brunt of the cuts it is now clear that decades of bus privatisation

have failed and we need a new national strategy for our buses underpinned by public ownership.

“This would not only radically improve services but by ending profiteering would result in a total gain of half a billion pounds each year,” he said.

THE FAILURE OF BUS PRIVATISATION

A Transport for Quality of Life report *Building a world-class system for Britain* said that bus deregulation in the mid-1980s was supposed to lead to an improvement in bus services.

The 1984 Buses White Paper argued that: “without the dead hand of restrictive regulation fares could be reduced now on many bus routes and the operator would still make a profit. New and better services would be provided and more people would travel”.

In fact privatisation had the opposite effect: fares rose, services worsened and bus use fell. In the big cities outside London, the earlier small rise in bus use was replaced by a fall of 13 per cent in just one year, followed by a steady downward trend.

The Transport for Quality of Life report also found that the privatised, deregulated bus system can only work if bus companies make a profit.

It found that this came at a cost to society, in the dividends paid to bus company shareholders. Across Britain, bus companies’ average operating profit in the ten years to 2013 was £297 million per year. Almost all of this – on average, £277 million per year – was paid out as dividends to shareholders. This means that over a ten year period, there

was a leakage of £2.8 billion, in the form of dividend payments to shareholders.

Operators in large towns and cities achieved the highest profit margins. Trent Barton, which operates around Nottingham and Derby, made an average annual operating profit of 18 per cent, and Stagecoach’s Tyne and Wear operation made an average annual operating profit of nearly 17 per cent.

A Competition Commission investigation concluded that bus operator profits are higher than in other business sectors

deploying comparable levels of capital at equivalent levels of risk, suggesting that the market does not work as it should.

Nationally, dividend leakage is roughly equivalent to one-tenth of the public money that goes into supporting bus services. In some areas, dividend leakage is comparable to the level of recent cuts in public funding for bus services.

It also found that the total gain from public bus operation would be of the order of £506 million per year in Britain, excluding London. ■

RMT SURVEY FINDINGS BELOW ARE BASED ON THE ONLINE RESPONSE OF 300 BUS WORKERS

DO YOU AGREE THAT THERE IS ENOUGH FUNDING FOR BUS SERVICES?

Strongly agree	3.28 per cent
Agree	4.59 per cent
Neither agree nor disagree	15.74 per cent
Disagree	39.02 per cent
Strongly disagree	37.38 per cent
What do you think is most important for the bus company you work for?	
Making a profit	71.90 per cent
Providing a service	28.10 per cent

HOW WOULD YOU DESCRIBE THE EFFECTIVENESS OF THE GOVERNMENT’S POLICIES FOR SUPPORTING BUS SERVICES?

Very Good	0.66 per cent
Good	1.64 per cent
Neither good or bad	36.18 per cent
Bad	31.58 per cent
Very bad	29.93 per cent

DO YOU THINK BUS SERVICES SHOULD BE:

Privately owned and operated?	16.07 per cent
Publicly owned and operated?	83.93 per cent

CLAIM EVERYDAY HEALTHCARE COSTS

Claim cash back on a range of everyday healthcare costs from dental to optical bills with your union

As a member of RMT, you have the opportunity to join the BHSF health cash plan. By joining, you and your family can claim cash towards your everyday healthcare costs, including dental, optical and therapy treatments, plus much more.

The health cash plan available to you has changed; your brand new Health4All health cash plan has enhanced benefits to help you better manage your healthcare costs. One of the key changes is that you can now claim every year for optical, hearing aids and health screening.

Cover starts from as little as £5.78 per month and premiums are payable through convenient payroll deduction.

*For example, a policyholder with personal Gold cover could claim:

- Up to £150 towards dental bills
- Up to £150 towards optical costs
- Up to £250 towards diagnostic consultations
- Up to £500 towards therapy treatments such as physiotherapy, osteopathy and chiropractic treatment

Policies also include access to

a GP consultation service, connecting you 24/7 to a fully-qualified GP, via a helpline for advice and diagnosis on health matters. Also included is a telephone helpline available 24/7, providing a telephone counselling service on stress, family relationships, substance abuse and debt, along with legal advice and information on financial and health matters.

Any RMT member aged 16 or over, who normally resides in the UK can apply; no medical is required and 90 per cent of eligible claims are paid within two working days of receipt.

You can claim from the start

date of your policy with the exception of maternity benefit which is subject to a 10 month qualifying period; and if you have an existing medical condition, you will have to wait two years before you are covered for hospital claims for the same or a related condition. Telephone helplines can be accessed from the start date of your policy.

For more information about the BHSF Health4All health cash plan, or to apply, call 0121 629 1089.

**based on the personal Gold cover at £18.50 per month.*



WIGAN FUNDRAISER

Wigan branch raised over £2,000 for the fund at an event last month taking the Wigan strike fund total to over £7,000.

The strike committee will be meeting soon to discuss a figure

to donate towards the ARN strike fund. The strike committee also presented Shrewsbury 24 campaign chair Harry Chadwick with a tankard for his sterling work in support of the dispute.





TIME FOR CHANGE FOR OFFSHORE WORKERS

RMT regional organiser Jake Molloy explains why oil workers should get a better deal when it comes to working hours

For the public at large an offshore worker is considered 'lucky' because – "they get half the year off!"

Given this opinion the idea an offshore worker should have more time off is unlikely to get much public support.

However, to consider how 'lucky' the offshore worker is you have to understand the various aspects of 'time' and there are three types of 'time'.

"Working Time" is the time spent physically working offshore, which, on a 3:3 rota, is 12-hours a day for 21 consecutive days, doing a total

of 182-days a year. So, doing the maths, that's equal to 42 hours a week, every week of the year.

This doesn't include the hours offshore spent off-shift. It doesn't include overtime worked or the time spent attending training courses onshore. It also means sacrifice, having worked Christmas offshore for six consecutive years, missed the birth of my daughter, birthdays, weddings, funerals and the loss of my mother, I got off lightly compared to others.

"Field Break" is the time spent away from the oil 'field'

taking a 'break' hence the term "field break". The worker should be at home resting for 3-weeks, but for many it will involve spending more time away from home on a training course.

"Holiday" is time some workers get away from work. In other words, like every other type of worker in every other industry, it is time off work taking a holiday. However, for many offshore workers the "holiday time" has to be taken during the "Field Break" time, meaning there is no time off work. Putting that into context, it would be comparable to a

Monday to Friday 9 to 5 worker being told to take their holidays during their weekends.

The UK offshore sector has too many variations and applications of 'time' creating inequality, unfairness and low morale. A standardised system of working is long overdue and 2-weeks working time followed by 3-weeks field break must now be considered the simplest, fairest approach. It also eliminates the "holiday time" element and it would bring the working year of offshore workers down to somewhere around the average worked across UK industry. ■

TIDEWATER AND GULFMARK

RMT has demanded government intervention to prevent the loss of hundreds of Scottish and UK seafarer ratings' jobs following Tidewater's buy out of Gulfmark to form the world's largest offshore supply vessel (OSV) company.

Houston-based offshore support vessel (OSV) operator Tidewater completed the acquisition of rival firm GulfMark at the end of last year.

Tidewater will take on GulfMark's fleet, which has a large focus on the North Sea, into its own and GulfMark has

ceased trading on the New York stock exchange.

Tidewater President and Chief Executive Officer John Rynd said: "we look forward to commencing the work of integrating our fleets and shore-based operations in order to quickly and fully realize the strategic and financial benefits of this business combination".

As a result up to 300 ratings jobs are on the line, with Tidewater refusing to discuss the future of Gulfmark's UK-registered fleet with the recognised union, RMT.

RMT general secretary Mick Cash called on Tidewater to meet the union in Aberdeen for immediate discussion of members' jobs on the fleet of offshore supply vessels acquired as part of the Gulfmark takeover.

"We cannot have another damaging loss of UK ratings' jobs and I fully expect the Shipping Minister Nusrat Ghani MP, with whom we had a useful discussion of the Tidewater-Gulfmark takeover in October, to step in to protect seafarers' jobs in the North Sea, if

necessary.

"Predatory companies seeking to slash terms and conditions and discriminate against foreign seafarers by paying well below the National Minimum Wage must be driven out of the shipping industry.

"As we head for the EU exit, non-EU companies in the North Sea need a strong reminder from trade unions and the government of the need to protect British seafarers' jobs and trade union rights in the OSV sector," he said. ■

NETWORK RAIL EQUALITY MEETING

Network Rail RMT equality reps and Diversity and Inclusion champions met recently at the Bob Crow National Education Centre at Doncaster. The meeting was held under the partnership agreement between Network Rail and the union and tutored by NW signaller and equality rep Mark Beresford and coordinated by Jess Webb RMT equal opportunities officer.

Also in attendance was NW signaller and RMT national operations council member Mark Bellenie and EC member Paul Burton. The meeting was an opportunity to discuss good working practices with Network Rail at local, area and national level.

Throughout the day

discussions took place with information on best practice and advice on various tasks, including working with local managers. on welfare matters. There was also a discussion on activities as trade union equality representatives, including experiences, frustrations and hopes. There was also a discussion on workloads and where reps existed and where there are vacancies.

This was followed by a presentation by Jonathan Payne Network Rail Diversity and Inclusion (D&I) Programme Manager on the history of programme including challenges it recognised; the campaigns it had initiated and how they were going and where RMT equality

reps are on that journey.

RMT Union Learning Organiser John Holmes explained activities to date and advised on funding secured to assist with workplace based

learning.

Delegates agreed on the overall benefits of this first meeting the benefit of making this an annual event.



GOLD MEDAL FOR TODD



International Transport Workers Federation president Paddy Crumlin and general secretary Steve Cotton presented former RMT national secretary Steve Todd with a Gold Medal award for his “outstanding contribution to seafarers

throughout the world” whilst on the ITF Executive Board on behalf of RMT, and for his life’s work with the NUS and RMT in general”.

Over 2,000 delegates to the ITF conference in Singapore stood and applauded his service

to the National Union of Seamen, RMT and the international trade union movement in general.

RMT general secretary Mick Cash paid tribute to Steve for over 30 years of service to the workers’ movement.

“Steve Todd is a stalwart of the trade union movement and his knowledge and experience will be missed but I am sure he will continue serving the working class in other ways,” he said.

RE-INSTATE MARC WADSWORTH

Marc Wadsworth outlines his campaign for his re-instatement into the Labour Party

Big thanks to RMT for the wonderful support it has given my campaign for Labour Party reinstatement following the Paddington branch motion passed at the annual general meeting in 2018.

RMT members have shown me what solidarity looks like in a comrade's moment of need. That's what trade unionism is all about, putting right injustice wherever it happens.

In April a kangaroo court expelled me from Labour, which I had supported for more than 30 years, on trumped up charges of "bringing the party into disrepute". My crime? Daring to get up at the launch of the Shami Chakrabarti report about anti-semitism and all forms of racism, defend Jeremy Corbyn by challenging a Labour MP, who was opposed to him, and speak out for greater African Caribbean and Asian representation in the party. That was in June 2016. Afterwards I had to wait almost two years before a Labour disciplinary panel heard my case, during which time I was smeared as an anti-semitic and forced to face trial by media. This denial of natural justice and due process has yet to be rectified.

My record stands for itself: a lifelong trade union and anti-racist activist who was chair of the Labour Party Black Sections, which helped put four of its members into parliament in the historic breakthrough of 1987. Six years later, as the leader of the Anti-Racist Alliance (ARA), I introduced the parents of

murdered teenager Stephen Lawrence to Nelson Mandela. That led to a breakthrough for the Stephen Lawrence Campaign for Justice. The ARA also helped get the fascist British National Party's "nazi bunker" headquarters closed down and paved the way for laws to be passed making racial violence and harassment specific criminal offences.

RMT senior assistant general secretary Steve Hedley recorded a video of support for me in which he said: "Marc has been thrown out of the Labour Party on the most ridiculous of charges. Before I met this man I heard about his anti-racist campaigning 20 years ago. Yet his accusers have come up with the line that somehow he's a racist himself. It's absolute rubbish. I've been on demonstrations with him against fascism, against anti-semitism. We should confront the real anti-semites. The 15,000 of them marching up the street for Tommy Robinson. And other islamophobes, some of them in the Tory party making ridiculous statements about how Muslim women dress. Marc is completely innocent and should be reinstated immediately".

It's hard being victimised. Trade union activists, including the RMT's Glen Hart, know what I'm talking about. Glen was suspended by management for two years after sticking up for employees in the workplace. The support of his fellow RMT members got him his job back. Glen has been tireless in his



backing for me as my brilliant union campaign manager. Not a week has gone by without him going on Twitter to fight my corner.

He and thousands of other supporters were appalled by the 50 Labour MPs and peers who marched on my disciplinary hearing organised by Wes Streeting MP. Had they ever marched to highlight the injustices of the Grenfell fire or Windrush scandal? No. In fact, their shameful record includes failing to oppose in parliament immigration law that created Theresa May's infamous "hostile environment".

We must win back our party from this type of Labour politician who hijacked it during the reign of warmonger Tony Blair.

I'm proud that my Jamaican aunt Queenie and late uncle Tommy as well as other relatives have worked on the railways

and belonged to RMT. Mick Cash has met with me, after which he wrote to Jeremy Corbyn to urge he intervene to get me back in the party. The general secretary, who kindly gave me £20 out of his own pocket, has also said he'll recommend the union donates towards the fighting fund that's been set up to help me campaign to clear my name. It is more than half way towards reaching the £5,000 target. Here's the link: <https://uk.gofundme.com/justice4marc>. I hope RMT members will give what they can to my campaign with the generosity some branches and the London Transport Regional Council, where I was honored to be a guest speaker, already have. I would be delighted to be invited to speak at RMT meetings and can be contacted at: justice4marcinfo@gmail.com.



REMEMBERING THE DEAD



Permanent war memorial unveiled at St Pancras International

St Pancras International Station's rail community and artist Fabian Peake unveiled a four-metre tall tribute ahead of centenary of Armistice Day in November 1918.

The artwork is inspired by the 178 Hotel and Goods Yards staff that worked at St Pancras Station that died in World War One. The Midland Railway Company based in Derby employed 66,839 people in 1907, of which 21,941 enlisted to fight on the Western Front.

During the course of the conflict, 2,833 Midland Railway Company employees lost their lives. Some railway workers were considered essential to the war effort and their roles identified as 'Reserved Occupations' which meant they were exempt from conscription later in the war.

St Pancras International unveiled its permanent war memorial on its 150th anniversary and the centenary of the Armistice on November 11 1918, when all nations had agreed to stop fighting while the terms of peace were negotiated.

The war formally came to an end on June 28, 1919, when Germany and the Allied Nations (including Britain, France, Italy and Russia) signed

the Treaty of Versailles.

The memorial sits on St Pancras International's Grand Terrace, close to the location of bomb damage from two prominent air raids on the station in 1918 and 1941 - the first of which claimed the greatest number of casualties suffered in any air raid on a London station during the First World War. The artwork will also mark the location of the annual Armistice memorial held at the station each November 11.

Artist Fabian Peake was selected to design the memorial for demonstrating a clear engagement with the public and a creative approach to the brief.

"When I discovered the Midland Railway Book of Remembrance, I was fascinated with the list of occupations.

"It really brought home that these were ordinary people, just like you and me, doing jobs that we still do today but they went to war and did not return.

"I'm delighted to have been selected to design this important memorial and hope that the piece will show that one hundred years on, we are all still remembering those who fought in the World Wars," he said.



REMEMBERING FALLEN SEAFARERS

RMT general secretary Mick Cash and national secretary Darren Procter represented the union at the remembrance service at the Merchant Seamen's War Memorial garden at Tower Hill, London on November 11.

Both laid wreaths in memory of those seafarers that lost their lives in both world wars and other conflicts, over 35,000 men were lost in World War Two alone. ■



Mick Cash



Darren Procter

President's column



THANK YOU

I would like to wish everybody a happy new year and may 2019 bring many victories and happiness to all RMT members.

I want to say thank you to all who helped during my campaign to be your national president for the following three years.

I will be the best I can be and serve all of you with openness and honesty and I will be inclusive of everyone and will always have an open door policy.

I will help and encourage your national executive member and officers to deliver on your behalf.

We have many fights on-going and I'm sure many more to come and I will assist in any way practical. I hope over the next three years we build unity and solidarity.

It would be remiss of me not to thank Steve Shaw and Jamie Nickles for their part in the election process and wish them well for their next endeavours.

I hope all their supporters now get behind doing the job in hand representing RMT members at every level to beat the bosses; we can and will always show unity in the face of adversity and defend our members.

I would also like to thank Sean Hoyle for a president who over the last three years has been a members' champion, showing determination and grace in equal measure, he will be a hard act to follow.

A challenge I'm looking forward to is learning from our equality groups and rank and file members in offshore, maritime,

road transport, buses, freight and train operating companies and Network Rail not forgetting the many fragmented agencies who now work alongside us to build this union into the only union for transport workers.

This is especially needed when you see greedy bosses being allowed to push workers' wages and conditions to some of the worst we have seen by a government of the elite and business, now's the time to stand and fight, and campaign for a new government and changes to anti-trade union laws to protect jobs and workers to halt the race to the bottom pitching workers against workers.

I'm also looking forward to supporting Jeremy Corbyn and John Mc Donald to secure a government that gives hope back to a country in ruin because of the austerity programme forced upon us by this corrupt Tory government who was relentless to push policies that only served the rich and bosses.

The fight over the last two years over the second safety critical member on board our trains is one of greed from government and train operators alike. When sexual assaults and crime rises all it does is deter the public from using the public transport services provided and with significant cuts to buses, in most regions it isolates the most vulnerable and increase costs to taxpayers on a program that serves no one only those interested in profit before safety.

In solidarity **Michelle Rodgers**



**YOUR UNION. YOUR RIGHTS.
YOUR LEGAL SERVICE.**



Injured? we'll fight for you.

Five reasons to take advantage of the **RMT Legal Service** :

- 1 100% compensation guarantee*
- 2 No legal fees
- 3 Work-related personal injury representation
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Members in England and Wales
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For emergency, 24 hour criminal law advice
call **075659118181** (England and Wales)
or **0800 328 1014** (Scotland)

But don't just take our word for it.

“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.

LEGAL

AN ATTACK ON WORKERS' RIGHTS



On November 20, the government pushed the Civil Liability Bill through its final stages, the effect of which strip workers of their rights. The fight to stop this goes on and we need members' help.

The Bill has been presented by Ministers as being about stopping an 'epidemic' of fraudulent whiplash claims in road accidents but it's really about taking away legal rights from injured people and shovelling yet more money the way of insurers who are already posting record profits.

Then there is the real kicker for people whose claims have nothing whatsoever to do with whiplash – they are wanting to sneak through huge increases to the small claims limit, which will see people injured through no fault of their own having to pay for legal help from their compensation rather than, as now, those fees being paid on top of the compensation by the losing side. The Tories plan to make this change by statutory instrument, a parliamentary device that means things can be pushed through without any real scrutiny.

Not only is the government's approach to changing the small claims limit undemocratic, it has nothing to do with 'fraud' which is supposedly the target of the reforms. The small claims limit for road traffic accidents is going to increase by 400 per cent, to £5,000, and it's going to be doubled to £2,000 for all other injuries including accidents at

work. There is no justification for those increases based on inflation and it flies in the face of both what the government has been advised to do by legal experts and contrasts with Scotland where everyone injured gets free legal help.

Even the insurers admit that less than one per cent of cases involve fraud yet – despite the clear evidence presented to it by Labour MPs and Peers in parliament – the government has ignored that and chosen to increase the limit for everyone – an attack on all injured people.

Up to 40 per cent of those injured at work will lose their right to have a lawyer represent them. Thousands of injured workers will be left fighting insurers on their own and in their own time.

The government's proposed changes give irresponsible employers a green light to cut corners on health and safety in the knowledge that injured workers will either not seek compensation or struggle to do so on their own.

What can you do?

The bill has now all but been passed. The statutory instrument to increase the level of the small claims limit however, will not be put forward until the second half of 2019. There is still time to prevent it from going ahead. The case for doing so is strong.

The government has already exempted 'Vulnerable Road Users', cyclists, horse riders, pedestrians

and motorcyclists from the Bill and from any increase in the small claims limit. As a Union we say that they should also exempt children, people with mental disabilities and those injured at work who are all, in their own way 'vulnerable claimants', from the small claims limit changes.

We welcome the government exempting the Deliveroo cyclist, mounted police officer or paramedic on a motorbike who are injured in the course of their employment from these changes but why should they continue to have the help of a lawyer but not the rail worker injured at work?

The government will lose £146 million a year because of these changes whilst workers are priced out of justice. The only people to gain will be insurers who will be £1.3 billion a year better off.

We need your help

If enough of us come together and speak up for those injured at work, parliament can still decide to not increase the small claims limit.

We urge RMT members to write to your local MP and show that you will not accept this Tory government taking away your rights to free legal representation. There is a stock letter on <https://www.feedingfatcats.co.uk/>, we ask that you send it to whoever your MP is to show the level of discontent. Can you send any replies on this to the union's Legal Department please.



THE NHS UNDER THREAT



Retired RMT member Oliver New explains how the Tories are destroying our National Health Service

While all eyes are on the Brexit crisis, the future of our NHS is hanging in the balance. The NHS is already in crisis, yet the Tory government is embarked on a process of destroying its basic principles.

They plan to have our health service run by business units which they call “Integrated Care Providers” (ICPs). Each of these business units would control health and social care budgets for around half a million people – and private companies could bid to run them.

Campaign group Keep Our NHS Public warns the introduction of ICPs would:

- Dis-integrate the NHS
- Give control to non-NHS bodies potentially beyond scrutiny
- Threaten public accountability
- Hand over control to these non-NHS bodies for 10-15 years

- Open the door to private companies winning these contracts

On top of that, underpaid NHS staff are having to cope with huge and increasing numbers of vacancies – made even worse as EU staff leave in big numbers having been promised no security by Mrs May.

NHS trusts in England have been forced to check the immigration status of patients and demand up-front payment for care. It does not include GP services or A&E... yet. This nasty new system increases costs more than it saves and – as Nye Bevan warned almost 70 years ago when he rejected any such restrictions on the NHS – British-born patients are also being obliged to produce passports and go through the same oppressive bureaucracy.

For health workers, it's as bad as US medics having to check a patient's insurance or credit card

before proceeding with treatment – which is exactly why it's been brought in of course. The replacement of our NHS with a two-tier insurance-based system appears to be a Tory goal. If they succeed huge numbers of people would end up living with illness and even dying, which is exactly what happens in many countries around the world including the USA.

Insurance systems and private healthcare also give employers an additional weapon to use against their staff – the loss of a job that pays for health insurance is a frightening prospect.

RMT has always fought for a ‘social wage’ as well as a workers wage and the NHS is a vital part of that. Over the last year the twin national campaigns Health Campaigns Together and Keep Our NHS Public have been supported by

many national unions, including the health unions and even the TUC.

Campaigns to save hospitals and the NHS have mushroomed all over the UK – it's become the biggest grass roots movement since the poll tax campaign that overturned Thatcher. The Tories are feeling the pressure.

Unfortunately, the last Labour government hugely extended NHS privatisation by bringing in rip-off Private Finance Initiatives that will end up costing £80 billion for less than £12 billion worth of projects. Thankfully today it's a different story, Labour has adopted policies to get rid of PFIs and dump the “Integrated Care Providers”. Whichever government is in power, the words of Nye Bevan remain true that the NHS will only last as long as people are prepared to fight for it.

WHAT IS DYSPRAXIA?

Colin John Stewart of the union's disabled members' advisory committee explains his disability

I work as a cleaner and I have dyspraxia. You might be thinking: what is dyspraxia? It is a neurological (brain-wiring) condition that affects your timekeeping, logic, social interaction and other issues.

Employers may treat you no differently from anyone else even if it would be better for you to be allowed to do some things differently. They may do this because they cannot see that you are dyspraxic just by looking.

For example, my workmates get written instructions, whereas with this condition I work better if things are explained to me. Otherwise, I have to make up my own interpretation of written instructions and tend to get things wrong and the employer may then discipline me for not understanding.

So my advice to other members who are dyspraxic or have other neurological

differences is to talk with a union representative, workmate or friend about any problems that you might encounter.

I know this can be a mind-blowing thing to do, not just for someone with a neurological condition like myself, but for anyone. People can be shy about talking about issues like this in the workplace because of fear of reprisal. But if you don't talk about this, it can escalate and make you ill. I have first-hand experience of this.

I encourage anyone who is different in any way and is not yet active in the union to become more active. It can be scary for someone like myself to attend branch meetings, but if you don't, then your voice will not be heard.

Last year, I attended my branch meeting and they asked for a delegate to attend the disabled members' conference in Southend and then I was



elected to the union's disabled members' advisory committee.

I am very proud of myself for achieving this. It just goes to show that if you have determination and spirit to fight

for what you believe in, a lot can be achieved. There is still a lot to be done to educate and change employers about this issue but remember: never give up the fight. ■

SUPPORTING DEAF RMT MEMBERS

RMT welcomes calls from deaf members via text relay. It is no longer necessary to have a textphone to use this service - the member just needs to download the NGT (Next Generation Text) app to a smartphone or other device such as a tablet. Captions are created by a relay assistant in a call centre and displayed via the app. Hearing users can use the relay service without any

special equipment or software. The relay service is free at the point of use and available 24/7.

The NGT app is available from the App Store, Google Play or www.ngts.org.uk, and there are instructions on the website about how to associate the deaf user's phone number with the app and how to acquire a TextNumber - a new phone number that brings the

relay service in automatically when dialled. (Calls from deaf users to hearing users need the prefix 18001 before the phone number to bring the relay service in.)

Deaf members may also be interested in emergency SMS, which enables deaf people to call the emergency services via SMS (text message). To register for this service, they need to text the word 'register' to 999

and then accept the terms and conditions.

There are some helpful FAQs about text relay and other communications services for deaf people on Ofcom's website here: <https://www.ofcom.org.uk>

If you have any queries regarding the above, please do contact our Equal Opportunities Officer, Jess Webb, j.webb@rmt.org.uk ■

NOTIFICATION OF CONTRIBUTION RATES FOR 2019

Like most things, the cost of providing you with the benefits of RMT membership increases every year and contribution rates increase to help us to maintain and improve those benefits and our services to members.

From January 1 2019 new members joining whose basic salary or equivalent earnings are above £22,400 per annum will pay £5.12 per week.

New members whose basic salary or equivalent earnings are below £22,400 per annum will pay £2.20 per week.

Direct debit payments will be amended accordingly as will contributions collected by employers under paybill deduction arrangements. Members who pay contributions to cash collectors will receive a new contribution card from the collector. Those sending cheques or postal orders direct will need to adjust the amounts sent in accordingly.

Period	Full Rate	Low Rate
Weekly	£5.12	£2.20
4 Weekly	£20.48	£8.80
Monthly	£22.19	£9.53

We maintain a tight control of our costs and continually re-examine them to ensure that we make best use of our resources to deliver improved services to you. I am sure you will agree that RMT membership continues to provide excellent value for money.

WATFORD AWARDS

Ritchie Leahy, former Watford Branch chairman and former Network Rail Area Council representative and long standing personal friend of RMT general secretary Mick Cash presents him with his 40 year badge. Ian Punter also received his 40-year badge from regional organiser Paul Cox.

10-year badges were also presented to Simon Barker, Glen Gardner, Steven Perrett, Kamal Ray, Paul Yeatman and Dave Duggan. 25-year badges were presented to Chris Adair, Cornelius Iwundu and Paul Norman. ■



ESSEX AWARDS



RMT South East Essex Branch held a long service awards event and general secretary Mick Cash presented Chris Leggetter, who is a Depot Supervisor for c2c based at Shoeburyness, with his 40 year medallion

and badge. 10 year recipients receiving their awards were MTR Crossrail, Ticket Office Clerk Christine Willett and Kevin Rogers – Greater Anglia, Train Presentation. ■

PENZANCE AWARDS



RMT assistant general secretary Mick Lynch presented long services awards to James Bannister,

25 years, Rosie Spiers, 10 years, Penny Jervis, 10 years, Adrian Norris, 40 years and Julie Moran 10 years. ■

CORNWALL AWARDS

Long membership awards to Graham Johns (40) and Jon Crinks (25) were

presented by general secretary Mick Cash and regional organiser Barry West. ■



HASTINGS AWARDS

Hastings branch secretary Dean Battell and RMT assistant general secretary Steve Hedley presented

Michael Lock, Mark Sands, Jack Dobinson and Mark Thame with their long service awards. ■



THAMES RIVER BRANCH AWARDS



RMT national secretary Darren Procter along with NEC Members Lee Davison and Andy Littlechild have been working alongside the Org Unit to reinvigorate the River Thames branch.

The branch held its second meeting recently where Sarah Emmings was elected as branch secretary and Ian Davis is branch chair.

Darren Procter said that it was imperative that the River

Thames branch was back up and running.

“With the Thames being one of the most iconic water ways in the world it important that RMT is representing and engaging with its members who work on the river,” he said.

Darren also presented 10-year badges to three members of the branch Hairia Abodo, Ian Davis and Cliff Philips. ■

EAST HAM AWARD

RMT assistant general secretary Steve Hedley presented Ollie Abdullah with his 25-year badge at the East Ham branch AGM.

“I met Ollie on a picket line at Finsbury Park 12 years ago and an absolutely brilliant rep and member,” said Steve. ■



OBAN MEETING

Over 30 members braved Storm Diana to attend Oban AGM which had former national secretary Steve Todd and former regional organiser Ian MacIntyre in

attendance along with NEC member Paul Shaw and regional organiser Gordon Martin. Several long service awards were made followed by the world famous branch raffle. ■

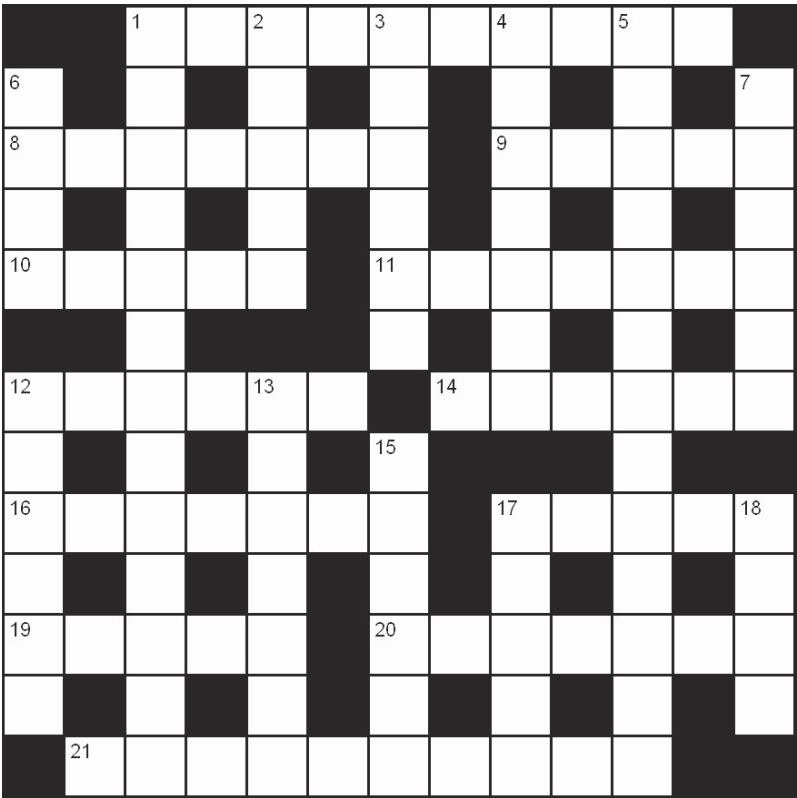


JOHN O'GROATS TO LAND'S END

Paul Kelly of York and District Branch recently completed a cycle ride from Land's End to John O'Groats. No easy task. It was in aid of Action Duchenne, a form of muscular dystrophy.



£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is Andrew Jefferis, Yate. Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by January 31 with your name and address. Winner and solution in next issue.



insurance for trade union members

Crossword sponsored by UIA

- ACROSS
- 1 Easy to understand (10)

8 Offensive (7)

9 Experience (5)

10 Scary (5)

11 Ask (7)

12 Blue colour (6)

14 Transversely (5)

16 Go back over again (7)

17 Petulant (5)

19 Monastery head (5)

20 Oriental (7)

21 Sternness (10)
- DOWN
- 1 Disreputable (13)

2 Aquatic bird (5)

3 Long pin (6)

4 Foolish (7)

5 Debauchery (13)

6 Seep (4)

7 Free (6)

12 Encroachment (6)

13 Recipient (7)

15 Harsh (6)

17 Penchant (5)

18 Pull (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.





Britain's Largest Specialist Transport Union

Fighting for safe and accessible railways FOR ALL!



Rail staff told: Don't help the disabled if it makes us late

by ALAN JONES

RAIL bosses have been accused of insulting disabled passengers in a drive to cut delays as they introduce new timetables.

Southern Rail parent company Govia Thameslink Railway (GTR) has told staff not to help people of reduced mobility on to trains if there is a chance it might delay the service, says the Rail, Maritime and Transport union.

RMT general secretary Mick Cash said: 'They are introducing a policy which effectively means disabled people will not be assisted on to the train and allowed to travel.'

We called the move 'outrageous' and said it was against the Disabled People's Protection Policy 'which requires them to ensure assistance is available'.

Mr Cash added: 'If this is not bad enough, in respect of anyone having a seizure whilst on a train, the guidance says, "Explain that your first priority is care for the individual, but not taking action will cause thousands of other passengers to be stuck... Move the ill passengers from the train as quickly as possible".'

'This is truly shocking advice and an insult to all passengers,' he said, and called for the rail company to be stripped of its franchise.

GTR, which also runs Great Northern, said it placed a 'priority on making our services accessible to all' and actively

encouraged people with restricted mobility to use its trains.

However, it added: 'If any passenger with accessibility needs or not - arrives late at a station with insufficient time to board, then we can't hold the train at the platform.'

'Part of our responsibility is to make sure each service leaves on time to avoid knock-on delays, skipped station stops and cancellations to dozens of other services which would affect thousands also be disabled.'

It added: 'In central London between London Bridge and St Pancras, we've done away with the need for a ramp, by installing humps on every platform to give level access, manned by a member of staff throughout the day.'

The company is introducing a new timetable from Sunday, rescheduling trains to bring in 400 extra services a day.

WHAT'S YOUR OPINION?

Text the word **IEWS** followed by your comment, name and where you live to **65700**.

Standard network charges apply.

"The only way to guarantee disabled access on Britain's railways is to guarantee there's a guard on the train..."

Mick Cash, RMT General Secretary

**Protecting our members' interests is our priority
Join us today**

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