

RMT *news*

Essential reading for today's transport worker

Network Rail

SMASHING GRAYLING'S PAY CAP

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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

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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

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www.rmt.org.uk

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EDITORIAL



SMASHING THE PAY CAP

Last year the Transport Secretary Chris Grayling threw down the gauntlet to this trade union. Battered by the failure of the Tory franchising system, and the botched introduction of new timetables and fare increases, he decided to make someone else pay for his crisis, Britain's rail workers.

To great fanfare he told the media that he would be using his position to enforce a cap on rail staff pay – restricting awards to the lower Consumer Price Index measure and dumping the higher, and more accurate, Retail Price Index as the baseline measure.

In the House of Commons he attacked RMT and me personally, attempting to blame us for the total mess of privatisation that had unravelled on his watch.

We were in a fight to protect standards of living and we waded straight in. And we have won.

As a union we can be rightly proud of the fact that from Network Rail and across the train operating companies we have beaten Grayling's pay cap hands down. No other trade union in the country has secured such a resounding victory against the austerity policies of this rotten Tory government.

We know that there is much more to do. In the outsourced services and other pockets of casualised and undervalued workers we have to step up the fight for pay and workplace justice and we will. No one will be left behind.

RMT members at London Underground and the Royal Fleet Auxiliary have now joined the battle and we stand united alongside them. On LU, as well

as pay, we have an on-going fight against cuts and privatisation under the cloak of the 'transformation' programme. Having beaten off the Fleet safety cuts we are now geared up to take the struggle forwards including the fight to bring LUL cleaning contracts back in-house.

The cynical attack on seafarers pay and conditions continues with the latest kick in the teeth coming in the news that wind energy firms are being lined up for bungs and inducements while the seafarers working in the industry are denied the most basic of rights. RMT has publicised that scandal and will be stepping up the SOS2020 campaign to put real political weight behind our demands.

On the political front, our fight for public ownership has been given a boost with a range of Northern mayors backing the RMT call for Arriva Rail North to be fired and a House of Commons report that exposed the disaster of privatisation of Britain's buses. It's useful ammunition and with a General Election looking increasingly likely we will be forcing this union's policy objectives centre stage.

Finally, we have wound up the grades conference season with highly successful gatherings of cleaners and bus workers and I was also pleased to be able to take part in an interesting series of debates at the branch secretaries conference.

The union is in good shape for the battles that lay ahead.

RMT News is compiled and originated by National Union of Rail, Maritime & Transport Workers, Unity House, 39 Chalton Street, London NW1 1JD. Tel: 020 7387 4771. Fax: 020 7529 8808. e-mail bdenny@rmt.org.uk The information contained in this publication is believed to be correct but cannot be guaranteed. All rights reserved. RMT News is designed by Bigband Creative and printed by Leycol Printers. General editor: Mick Cash. Managing editor: Brian Denny. No part of this document may be reproduced without prior written approval of RMT. No liability is accepted for any errors or omissions. Copyright RMT 2016

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

KICK OUT THE PRIVATEERS

RMT calls for spivs to be stripped of Northern and Southern franchises

RMT has welcomed a call from Manchester and Merseyside Mayor's Andy Burnham and Steve Rotherham for Arriva to be stripped of their failing Northern Rail franchise and for the services to be brought back into the public sector.

The two Mayors have called on the Transport Secretary Chris Grayling to terminate the franchise as soon as possible.

They say that from December 2018 to April 2019 – a fifth of all services were late, almost 30,000 trains cancelled and there was a near 50 per cent rise in the number of services with reduced carriages. The figures come a year after the widespread timetable chaos of May 2018 across the Northern franchise.

RMT general secretary Mick Cash said welcomed this decisive move and called for a swift transition of the Northern

routes into a public sector operation with no more excuses for any delay.

“RMT will be seeking immediate assurances that the jobs, conditions and pensions of our members will be protected once Arriva are finally kicked off the Northern routes.

“The union will also expect to see an end to outsourcing of support functions and an absolute commitment to safety and the guard guarantee.

“Any attempt by Chris Grayling and the DfT to sabotage the clear wishes of the democratically elected representatives will spark a furious political backlash.

For Arriva Rail North the game is up,” he said.

SOUTHERN

RMT also repeated calls for Govia Thameslink Railway (GTR) to be stripped of their franchise with services taken

into public ownership after Southern scored the worst levels of public trust out of all rail companies over the past two years.

The GTR Great Northern and Thameslink operations were also rated way down in the relegation zone.

Analysis by Transport Focus showed the firm was given “notably low scores for trust” across the last four passenger surveys, ranging from 17 per cent in spring and autumn 2017 to 22 per cent in the most recent survey in autumn last year. These were the lowest scores out of all the train operators.

Mick Cash said that over three years RMT members had been warning that Southern was a basket case franchise, cutting corners on safety and service and not fit to run a railway and these latest shocking figures

proved that RMT had been right all along.

“Finishing bottom of the league when there are no-hopers like Northern Rail in the running takes some doing but for both passengers and staff alike the cavalier attitude of Southern to safety, access and quality of service is no joke.

“GTR, which is the group operation including Southern, Thameslink and Great Northern, are specialists in failure who should have been removed from the tracks by Chris Grayling ages ago but instead he has chosen to bail them out and prop them up at taxpayer expense regardless of what depths they plumb.

“RMT will continue to fight for the return of the guards, for safety and access to come first and for the whole lot to be brought into the public sector,” he said. ■



VINTAGE: A Northern Rail 142 Pacer diesel train at Doncaster station. The National Rail Museum want a Pacer for their collection but they can't have one as they are still in operational use by Northern.



MITIE RECOGNITION VICTORY

After a long, difficult campaign RMT has finally made a breakthrough by gaining recognition for Mitie cleaners working on the Network Rail managed stations contract in Glasgow.

The union is now concentrating its efforts to win recognition on Mitie contracts operating at Birmingham, Manchester, Liverpool, Leeds and Edinburgh.

Over three years ago RMT managed to get a Central Arbitration Committee (CAC) decision for a ballot on recognition across the whole of this contract, at that time the

contract ran over 16 stations nationally, wholly run by Interserve. The company got up to a series of dirty tricks during the ballot and, despite of over 90 per cent who voted in favour, the union narrowly missed the 40 per cent threshold to get recognition which meant RMT was banned from trying again for three years.

A couple of years ago the contract was split, with southern stations continuing to be run by Interserve but northern stations by Mitie.

Given the difficulties of organising over the contract as

a whole the union adopted a new strategy as Mitie ran each location as a stand-alone operation with its own budget and management structure. RMT managed to agree with the company that, as this was the case, recognition location by location, rather than for the contract as a whole, was a valid way forward.

As Glasgow has the highest membership density from among the stations involved the union went forward with the campaign, concentrating on achieving recognition for collective bargaining at Glasgow Central.

As a result of having well in excess of 50 per cent membership at Glasgow, RMT achieved a signed procedural agreement for collective bargaining rights with Mitie last month.

Lead officer for Mitie Craig Johnston said that aim was to encourage other Mitie cleaners on this contract, station by station, to join and achieve recognition for themselves at each location in turn.

"This has been a major step forward in what's been a long running, difficult and very frustrating campaign," he said.



RMT LUL BALLOT

RMT will fight tooth and nail plans unveiled by London Underground to shunt out waste collection services to the private sector as part of the Transformation programme of creeping cuts and privatisation being overseen by Labour Mayor Sadiq Khan.

RMT has been told that as well as an expected torrent of job cuts Transformation will also

involve privatising bin collection and transportation in the outer area from Zone 3 – flying in the face of assurances from Mayor Khan that there would be no extension of privatisation on his watch as London Mayor.

RMT general secretary Mick Cash said that it was disgraceful that not only do we have a Labour Mayor gearing up to make Tory cuts under the cloak

of the Transformation Programme but on his watch LU top brass are embracing Thatcherite privatisation models as a way of hacking back costs.

"RMT has no intention of standing back while LU services are hacked back, carved up and handed over to greedy private companies who only cut costs by slashing pay, jobs and working conditions.

"The union will be considering a report on the whole Transformation attack and the preparation for a ballot is underway.

"We will be taking this fight direct to the London Mayor and City Hall and he should instruct his officials to scrap the Transformation cuts and privatisation plans with immediate effect," he said.

PUBLIC BACK RAIL NATIONALISATION

Nine out of 10 railway workers think employers are more interested in making a profit than providing a service

RMT has welcomed a new 'We Own It' poll showing clear majority for public ownership of rail with less than one in five saying that privatisation has been a success.

On day the government Rail Review closed last month an RMT survey also revealed nine out of ten railway workers believe their company is more interested in making a profit than providing a service.

The survey of rail workers by the largest rail union also found that nine out of 10 workers believed that the railways would work better as a single national unified organisation under public ownership.

Worryingly, for safety and future industrial relations eight out of 10 Network Rail maintenance members feared that their company would seek to increase profits at the expense of jobs and conditions in the future. Eight out of 10 workers also felt that public ownership would lead to better industrial relations on the railways.

There were hundreds of comments from RMT rail members, describing an industry in which the pursuit of private profit drives all decision making.

COMMENTS INCLUDED:

"Removing booked stops at stations for a service into London, thus inconveniencing and delaying passengers, just so the company minimises its delay minutes."

"The whole railway infrastructure is comprised of a 'blame culture' where every company is competing against



others, and blaming each other for the problems arising instead of striving for one common goal."

"Lack of investment in routine maintenance stores up problems which then become problems for the day to day running of the trains, which then cost far more in the long run."

"The company has had a massive reduction in ticket office clerks. This is putting passengers last. It has caused very long waiting times at the ticket office but the company doesn't seem to care."

RMT general secretary Mick Cash said that Chris Grayling commissioned the report to hide the failures of privatisation, rising fares and timetable chaos and his own incompetence as Transport Secretary.

"Governments and rail companies come and go but railway workers remain working hard in often very difficult circumstances to keep our railways running safely for passengers.

"Railway workers know first-

hand that the only way to deliver a railway which provides value for money and puts passengers first is for it to be fully renationalised.

"The government should listen to the people who actually make our railways work," he said.

The new We Own It opinion poll has also found that fewer than one in three people support proposals for increased competition on the railways.

It found that only 29 per cent of people surveyed thought that more competition would result in improvements and a majority believe that the railways would be better value for money if they were publicly owned.

We Own It campaigns officer Ellen Lees said that private rail companies had been lobbying hard for more private involvement and increased competition on our railways.

"This new poll shows just how out of touch the rail industry is and the public doesn't want more competition, they want a railway they can

trust, with cheaper fares that provide good value for money.

"This is only possible if the railway is brought into public hands. After endless delays, cancellations and crowded trains, people are sick and tired of privatisation. So it's absolutely vital that with the Williams Rail Review coming to an end, Keith Williams makes the right call on the future of our railways," she said.

Mick Cash said that the poll was just the latest evidence that the general public are sick to death of more than two decades of the privatisation racket on Britain's railways.

"Not only is there a clear majority again for public ownership but less than one in five believe that privatisation has been a success and that is a figure that this zombie government should be taking a long, hard look at.

"RMT will be stepping up the fight for the return to a publicly owned railway where safety and quality come first and it is no longer a question of if, it's a question of when," he said. ■

SMASHING GRAYLING'S PAY CAP

Network Rail workers win over 35 per cent in pay rises since 2009 due to militant industrial trade unionism

RMT is winning battles across the country in the fight to smash the pay cap imposed on rail workers by Tory Transport Secretary Chris Grayling last year.

In August 2018 Grayling announced to a huge fanfare that he was going to try and impose a pay norm on rail workers that would restrict pay increases to the lesser Consumer Prices Index (CPI) in a break from the higher Retail Prices Index (RPI) which includes housing costs.

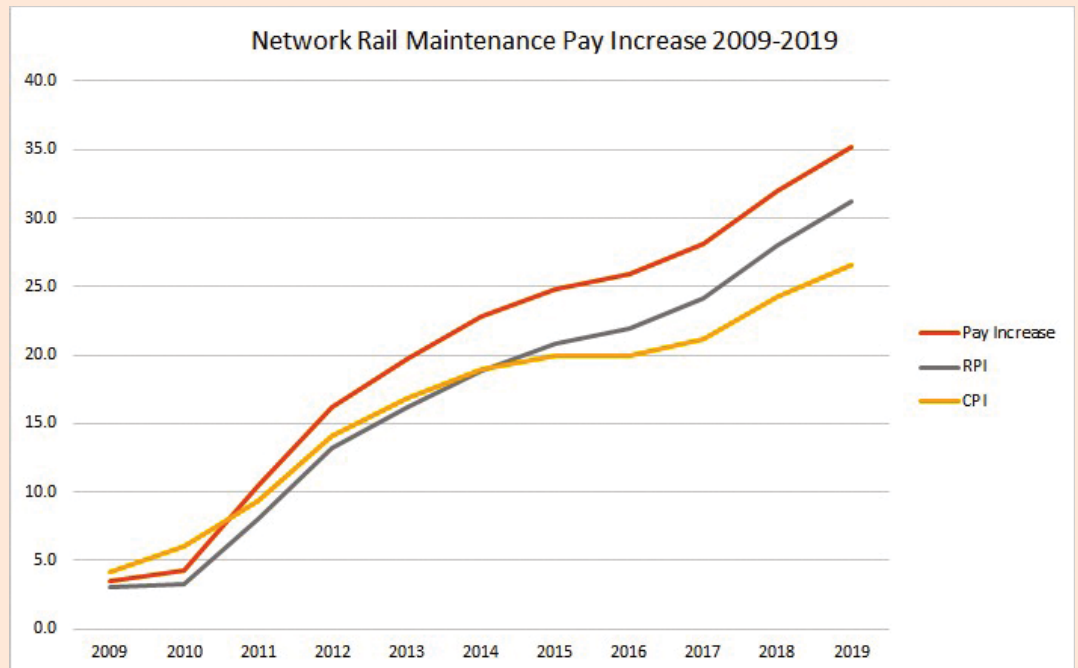
However last month RMT confirmed a two-year pay deal for the biggest single group of rail staff, nearly 20,000 members on Network Rail, which will match the RPI figure for the next two years alongside a continuation of job protection measures.

This means that Network Rail members have received over 35 per cent in pay increases since 2009 (see table).

The Network Rail workforce joins staff at train operating companies as well as cleaning and catering workers across the country that, through militant and campaigning industrial trade unionism, have also smashed their way through the government pay cap outlined by Grayling.

RMT general secretary Mick Cash thanked all Network Rail reps for their assistance and support for the negotiating team throughout these discussions.

"This offer achieves real pay and job security for members and commits the company to discussing and addressing a number of important areas the union has been campaigning to



be addressed for some time.

"However this is just the start for the union in the industry as a whole.

"In August last year Tory Transport boss Chris Grayling threw down the gauntlet to rail workers across the country.

"His plan was to force our members to take a hit on their pay to bail out the failing train companies while they were

laughing all the way to the bank.

"RMT said at the time that we would set out to smash Grayling's pay cap and that is exactly what we have done through the unity, determination and guts of our members who have refused to pay for the government's on-going rail crisis.

"Our fight for decent pay and

working conditions right across the transport sector goes on.

"We are proud of what we have achieved in the teeth of a full-frontal political assault but recognise that there are still groups of workers in outsourced, casualised and under-valued pockets of the industry where the campaign for pay and workplace justice needs to be focussed," he said. ■

ORGANISING OFFSHORE WIND FARMS

Union wins recognition in campaign to organise offshore wind farm workers

RMT has won trade union recognition at CWind, part of Global Marine which supplies off shore wind farms, as part of its campaign to organise in the growing sector.

CWind employ 16 skippers and crew based at Ramsgate harbour. RMT regional organiser Brian Whitehead and Dave Marshall of the organising unit met with the skippers and crew earlier this year to discuss issues, the importance of union recognition and how to achieve RMT recognition at Ramsgate.

15 of the 16 had joined RMT so the union sent a Schedule A1 request for voluntary recognition to the company but declined requests so RMT entered a formal claim for recognition with the Central Arbitration Committee (CAC) for trade union for collective bargaining rights.

The company agreed that the proposed bargaining unit was acceptable and also accepted that RMT had majority membership and the CAC issued a declaration of recognition for collective bargaining to RMT last month.

The union is now entering a period of negotiation with the company on the details of the procedural agreement.

The union has also set up an Offshore Wind Working Party to explore opportunities in the sector which has already identified a number of different elements that can be roughly broken down into three key stages:

Planning – this involves the initial proposals from the

private sector, the licensing processes by the UK and Scottish Governments and the final steps from licencing to installing infrastructure at sea.

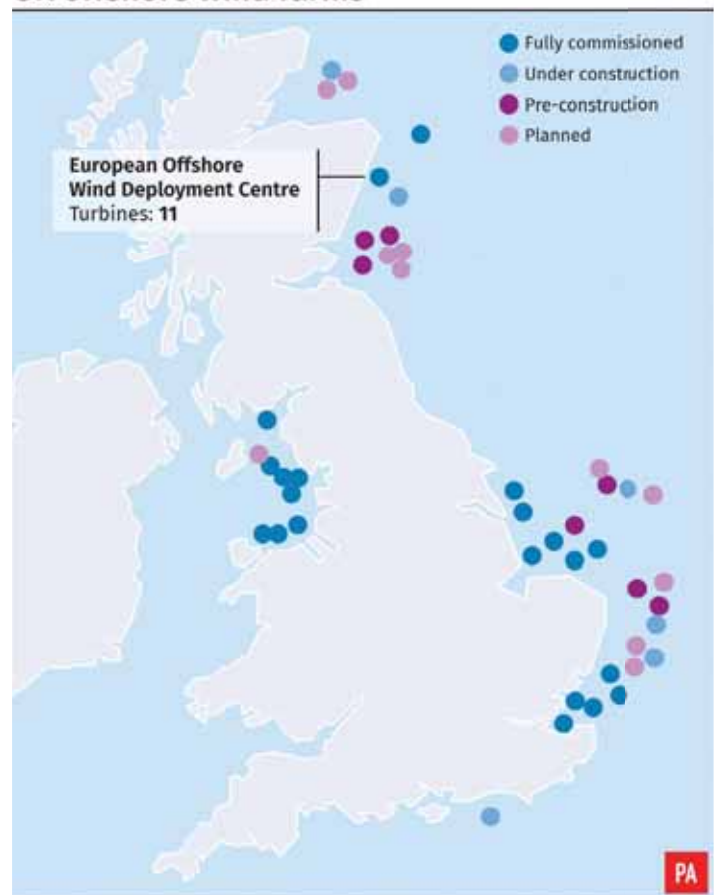
Construction – this involves the establishment of the subsea cabling and foundation and installation of the turbines. Some offshore wind turbines are not fixed to the sea bed (i.e. are ‘floating’) but still require attachment to the grid via sub-stations. This is the most labour-intensive phase, requiring a range of ships to provide specialist support and to transfer crew.

Maintenance – wind turbines have a working life of around 25 years. Once they are operational, regular maintenance of the turbine and its subsea infrastructure is conducted via smaller vessels. Comment was made that maintenance costs are increasing faster than employers have expected, particularly the cost of maintaining cabling and other subsea infrastructure.

The planning stage is critical for workers and the union. Environmental and conservation audits are carried out at this stage but there is no standard assessment or agreement over terms and conditions for offshore wind workers that will be employed at the different stages in the productive life of an offshore wind farm.

These issues need to be raised and standards agreed in order to affect current problems around employment, immigration and training which currently manifest themselves at the

UK offshore wind farms



construction stage.

Currently there is a lack of regulatory oversight for the offshore wind sector, with no overarching body outside of employers' organisations like the Global Wind Organisation, Offshore Wind Industry Council and the International Marine Contractors Association. It has been agreed that the union should pursue a European Employment Standard for the offshore wind industry is something that needs to be addressed by the union through the ITF Offshore Taskforce

<None>Group, in the first instance.

At present, there is a culture of sub-contracting in the industry which is leading to a business model based on low pay, particularly in specialist seafaring roles where basic pay rates can be well below the UK national minimum wage.

Successive immigration waivers issued by the Home Office to employers in the offshore wind sector are also a continuing factor to issues of low pay and poor regulation.

Duplication of training

requirements are also hampering oil and gas workers' attempts to switch to work in the offshore wind sector. The lack of UK government regulation of this issue has allowed the major companies, part of the Global Wind Organisation to set their own training standards which are a barrier to Just Transition for offshore oil and gas workers.

RMT is targetting ports where there is intensive and growing activity supporting offshore wind including Aberdeen, Barrow, Blyth, Mostyn (North Wales), Grimsby, Lowestoft and Newhaven. Port owners like Peel Ports are also investing in offshore wind facilities and port infrastructure, at Great Yarmouth for instance.

A number of operators in the offshore oil and gas industry, accommodation vessel operator ProSafe for example, is moving into the wind sector of the North Sea with the 'low-cost' crewing model intact, at this stage. Some operators, like MPI Teeside, use local labour but there is a trend on offshore wind projects for contractors to use ports in Netherlands, Norway and Denmark for offshore wind operations on the UKCS, in order to avoid UK regulations.

RMT general secretary Mick Cash said that it was vital that the union builds its knowledge of the offshore wind industry to establish the potential number of workers we can organise.

"We also need to work with our parliamentary groups to raise employment and safety abuses, as well as focusing on the 'Just Transition' policies of the UK and Scottish governments," he said.

The union is now mapping existing and licensed wind farms and key ports in the offshore wind industry and the list the jobs, employers, agencies and vessels associated with construction and maintenance stages. ■

Parliamentary Column

FAIR PAY FOR RFA



As an MP for Plymouth, a city with deep historic links to the Royal Navy, the importance of the Royal Fleet Auxiliary to the strategic, security and humanitarian interests of the UK could not be clearer.

When UK Ratings sign up for service in the RFA, they know better than anyone the importance of the role that they play in protecting our national interests. Wherever the Royal Navy is deployed, so too is the Royal Fleet Auxiliary. From re-fuelling and re-arming Royal Navy warships taking on drug traffickers in the Caribbean to delivering the RFA Argus' hospital and supply capabilities to natural disaster zones, RMT's members in RFA put their lives on the line for this country.

This is why I am proud to support the RMT's Fair Pay for RFA campaign and I pay tribute to the work of the RMT General Secretary and the National Secretary and all RMT members for their effective campaigning. It is not only a campaign that seeks pay justice for RFA seafarers but also has major implications for the future of our maritime skills base, including the crewing of the new RFA Fleet Solid Support vessels on order for delivery in 2024. Labour MPs have been calling for these ships to be built in British shipyards keeping work, taxes and skills in Britain.

The current Government's attitude to the RMT's claims on behalf of RFA members is completely unacceptable. The Chief Secretary to the Treasury and Boris Johnson fan Liz Truss again demonstrated this at Treasury Questions in the Commons recently. When I pressed her on the £400,000 it would take to equalise the RFA's 2018-19 pay settlement with the 2.9 per cent received by the Royal Navy, I was told by the Minister that the RFA staff were civil servants so their

campaign for fair pay had nothing to do with the Treasury!

With the 40th anniversary of the Falklands conflict in the South Atlantic approaching we should never let this Government forget the sacrifice that merchant seafarers have made to this country's security. RFA seafarers of today and tomorrow will always remember the heavy price paid by their predecessors in the Falklands War, with seventeen lives lost in the attacks on the RFA vessels Sir Galahad and Sir Tristram and the Cunard container ship Atlantic Conveyor.

As the RMT have also been telling MPs across the country, this repeated attack on pay and conditions cannot go on. RFA seafarers have had to endure a decade of pay cuts, freezes and below inflation settlements, alongside attacks on pension and redundancy rights and the introduction of the unpopular Tailored Schemes of Compliment. As a result, RFA pay has fallen behind inflation by over 27 per cent since 2008-09. Frankly, with this record, it should be no surprise to the government that nearly 88 per cent of RMT members' votes in the recent ballot were for industrial action in the RFA.

In May I tabled Early Day Motion 2365 to put on record the demands of the RMT's Fair Pay for RFA campaign. The cross-party support that the EDM has received is encouraging and puts the union in a good position after the overwhelming ballot result.

MPs in the RMT Parliamentary Group, like me, stand ready to support the next stage in the campaign to secure the fair pay settlement that the work and importance of RFA seafarers so clearly deserves.

Luke Pollard
MP, Plymouth Sutton & Devonport



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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.

RMT AT STUC



RMT delegation to the 2019 Scottish TUC Congress demands end to social dumping

A full RMT delegation attended this year's Scottish TUC in Dundee and called for decent offshore energy employment standards.

In a motion seconded by Unite RMT regional organiser Jake Molloy emphasised the urgent need for employment protections to avoid exploitation, modern day slavery and a race to the bottom.

He urged delegates to support and work with the Offshore Co-ordinating Group (OCG) to support and promote standardisation of employment.

RMT also backed a motion calling for accessible transport across Scotland. Michelle Boyle, Glasgow 5 called for fully staffed stations and a guard on every train.

RMT also called for public ownership of the railways and for Scottish ferries to be run and owned in the public interest.

RMT president Michelle

Rodgers also stressed the importance of promoting solidarity with Palestinian trade unions and for a stop to Israel's repression in Gaza.

RMT also supported emergency motions on solidarity with Venezuela, seconded by Ann Joss Aberdeen No1 branch, and other emergency motions on Springburn Caley Works and Helicopter Safety moved by Mick Hogg and Robbie Wyness, offshore branch respectively.

On the Congress fringe, RMT general secretary Mick Cash spoke at a Radical Options for Scotland and Europe (ROSE) and at the Trade Union Co-ordinating Group against the cuts in Scotland and draconian austerity policies.

Jake Molloy also spoke at a fringe meeting organised by the Offshore Co-ordinating Group on the theme of Energy for the Future – Fighting for North Sea Oil and Gas. ■

FIGHTING FOR CLEANERS

Cleaning workers conference meeting in Southend calls for action on low pay and jobs



RMT members working as cleaners held their annual industrial organising conference in Southend-on-Sea last month to demand better pay and conditions.

Shengyul Sali, East Ham called for a ballot for strike action on London Underground cleaning contractor ABM for better pay and conditions.

"A year after ABM took over the contract and we are still missing out on basic rights as a result of outsourcing which so deeply effect cleaning workers.

"We are risking a lot by standing by our rights but our employment is unsecure anyway and the only way ABM will respect cleaners is by industrial action," she said.

RMT has already secured 550 cleaner jobs at ABM following a sustained campaign of union pressure to reinstate the posts into their headcount.

London Underground has outsourced Tube cleaning on a five year contract to Global Corporation ABM which had called for a one third cut in the

Tube cleaning workforce.

Other members have been taking action across the country including RMT cleaners on Arriva Rail North protesting against plans to unilaterally change the low paid workers terms and conditions so that they will be forced into accepting 11 days' pay owed in arrears instead of days paid in arrears.

While cleaners working for the London Overground on the Arriva Rail Contract have taken 48-hour strike action against low pay. The cleaners, who formerly worked for Carillion before its collapse, have been transferred to outsourcing company Vinci.

RMT assistant general secretary Mick Lynch said that it was important that cleaners had their own identity and demands.

"Cleaners have become vulnerable working under the outsourcing model but RMT believes that you are an integral part of the workforce and this union is insisting that you must

be treated the same way as in other worker.

"In order to do this we must adapt to new circumstances as well as insisting that cleaning work is taken back in-house where possible.

"The key to this success lays organising workers and getting reps in every workplace in order to push for our key demands," he said.

RMT president Michelle Rodgers said that without cleaners the rail industry could not operate.

"I started as a cleaner under British Rail and worked my way up but now under fragmentation and outsourcing they are trying to separate you as a workforce.

"That is why we need to build this conference and build the confidence of cleaning workers to fight back," she said.

RMT regional organiser Craig Johnston said that the union had successfully stopped the reduction of cleaning staff at Euston station through good organisation.

"We have won recognition for Mitie workers in Glasgow and now we are putting pressure on the SNP government to pay the living wage and exposing the farce of privatisation.

"We also want travel facilities to be extended to cleaners, this will not cost the operators a penny but still they are resisting.

"This exploitation must stop and RMT will make their lives a misery until they pay up or ship out," he said.

Mo Said, East Ham agreed and said that cleaners should be entitled to sick pay, travel and pensions like other rail staff.

"The only to get these things is by organising and taking action," he said.

Delegates also call on the union to negotiate with cleaning companies to simplify pay slips provided to staff.

Gary Payne, Hastings said that there had been many incidents of pay shortages that were not always easy to spot and companies were getting

away with under paying workers.

"We have a large diversity and ethnicity of the workforce and payslips need to be easier to understand to prevent wage shortfalls," he said.

Former NEC member Eddie Dempsey closed the meeting by setting out campaigning strategy goals for the union as a whole.

"The sectionalism in our industry driven by privatisation and cynical employers has led to directly employed railway grades viewing cleaners as 'not railway' with separate newsrooms and uniforms, lack of promotional prospects, sick pay and other benefits we should all enjoy.

"Yet in my area we won a 40 per cent pay rise for our lowest paid workers by recognising outsourced workers in battle on their own are weakened and we succeeded in bringing our directly employed railway grades into the fight and won.

"To that end our national



RMT president
Michelle Rogers



RMT assistant general secretary Mick Lynch

strategy instructs all pay submissions in all TOCs, Network Rail and the rest to include demands for our cleaners and outsourced workers

such as joint mess rooms and uniform, sick pay, travel benefits equivalent to directly employed staff and access to apply for internal vacancies and

harmonising our collective bargaining machineries so we negotiate and fight together," he said.

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FIGHTING FOR BUS WORKERS

Bus workers meeting in Salisbury call for a national standard for the grade

This year's National Industrial Organising Conference of Bus Workers was opened by Mike Osment, Mayor of Salisbury, who spoke of the difficulties faced by the city in the last year and thanked the union for its support through holding the conference locally.

RMT Wessex regional officer Mick Tosh spoke about the challenges of recruitment. "We've seen a huge growth in membership over the last six years and South Hants and Eastleigh branch has developed a recruitment strategy that has seen membership grow from 15 drivers to encompass 130 new members and how they're looking to create a new Southampton Bus branch," he said.

There were a wide range of motions presented to conference including a ten-point National Bus Drivers Bill of Rights.

Lee Odums, Nottinghamshire Bus called for a national standard for bus drivers that would ensure issues such as safe work schedules, sufficient breaks, well-maintained vehicles, the right to toilet breaks and the right to report safety concerns to employers

without retribution were the key demands.

Paul McDonnell, Wimbledon said that these were basic human rights and something that the union been asking for now for many years.

"The right to the use of the toilet was won in the Nineteenth century and I don't know how women members can use the provided facilities and it's down to our union to push for new legislation and for us to follow up and put in local agreements," he said.

Jason Gosling, Poole and District said that it was a good gateway to getting the driver's cab recognised as a work environment.

Another key resolution called for stress and anxiety to be recognised as an industrial illness. Under the current system a member struggling to cope with anxiety or stress will receive sick pay rather than industrial injury pay.

Mark Bayliss, South Devon Bus said; "At the moment I only receive 86 per cent sick pay, I was assaulted at work but this is not seen as an industrial injury".

Tracy Strawther, East Midlands Bus added: "I believe

that this causes huge distress and should be treated as an industrial injury", whilst Mark Gale said "I work for a company that does have occupational sick pay but lots of companies don't, so people can be assaulted and land up on SSP, and this removes the duty of care for employers. If you are a victim of assault you are a victim of a crime and you shouldn't be punished".

Five other motions were also subject to a lively debate and these included spit kits for bus drivers', hearing loss from engine noise, environmentally clean workstation bus/coaches, bus drivers' seats and an emergency resolution concerning changes to Stagecoach employee's pensions. All were carried after rigorous examination from the floor.

Guest speakers included London Bus Watch campaigner, Tom Kearney. Tom was hit on the head by a bus wing mirror on Oxford Street in London and the accident left him comatose. Since his recovery Tom has become a passionate bus safety campaigner and launched a campaign to improve operational safety.

He spoke about the problems that he has faced and how bus companies did not want to act transparently and accountably but, through freedom of information requests, Tom has been able to ask questions

including obtaining details from TfL that revealed that 45 people have been killed and that 1017 collisions have occurred on TfL outsourced bus companies over the last five years. This has resulted in a £2.5 billion bill from collisions and deaths for the taxpayer.

He also spoke of an amendment that he drafted in 2017 that would force bus companies to come clean about operational safety incidents but



this has been rejected. He encouraged branches and regions to file FOI requests about collisions and deaths and if companies refuse to divulge this information then we should go public with this and name and shame them.

One issue affecting safety, according to Tom, are the incentives put forward to drivers to drive quickly and on-time, and that, in essence, this then becomes an incentive for the driver to drive unsafely.

Tom also called for all transport unions to develop an incident reporting system of their own.

After a lengthy and detailed update from assistant general secretary Mick Lynch conference was closed by a speech from RMT general secretary Mick Cash who spoke about how good it was to see such a well-attended conference.

"We're nearly 150 years old and it is important that we have such a long history of

representing working people and we should be proud of that," he said.

He spoke about the impact of new technology and how the union will react.

"New technology is coming and we have to have the discussion about how this will impact us.

"One third of all roles, about 10 million jobs, will disappear because of new technology and we must have a proper industrial strategy on new

technology so that we fight back to maintain current jobs," he said.

He also spoke about his desire to see a dedicated position for a bus worker on the National Executive Committee.

"We will need to be a bit more nimble; we need to be battle ready and to look at how we can best help our members and we can take our experiences in disputes to enable and strengthen bus members" he said. ■

NATIONALISE THE BUS INDUSTRY

RMT called for buses to be taken into public ownership after the House of Commons select committee on transport said that a lack of co-ordinated government policy and squeezed funding for local authorities is driving bus use into decline.

The committee urged the government to set out clear ambitions for bus use and specific plans for how it will support local authorities to improve bus services and increase passenger numbers. A single bus strategy, as for rail and road investment, would give a focus to funding, planning and work to improve air quality.

RMT general secretary Mick Cash agreed and said that neglected, underfunded and privatised bus services have been disastrous for passengers and this report should be a wakeup call for the government.

"MPs are right to call for a national bus strategy and municipal bus services and they are also right to warn that the scourge of long hours and low pay in the bus industry threatens passenger service and safety.

"Only by returning our entire bus network to public ownership can we have the affordable services that our communities need," he said.

Most parts of England saw bus use fall and hundreds of bus routes have been withdrawn. Although nearly



three in every five journeys by public transport in Great Britain were by bus in 2017/18 and buses remain the most popular form of public transport, today's Report paints a picture of steady decline amid uncoordinated, fragmented government policy and squeezed funding for local authorities.

Funding for buses mainly comes through passengers but the government, through a variety of mechanisms, provides more than 40 per cent of bus funding. The government has long term plans in place for road and rail investment but funding of bus services is uncertain and requires reform. Given the scale of investment from passengers and taxpayers, the committee called for a fairer deal for the bus user, demonstrating value for money and reflecting passengers' needs.

Transport Committee chair Lilian Greenwood MP, said that more than three thousand bus routes in England have been reduced, altered or withdrawn since 2010/11.

"The numbers using bus services are falling and this has

direct consequences on people's lives, impacting on journeys to work, education and social events. It narrows our transport options and pushes us towards less environmentally-friendly choices. And yet, our inquiry found no real evidence that the government was determined to take action to stop this.

"Transport groups told us that passengers want simple and accurate information on ticketing and fares and reliable services that turn up on time and get you where you need to go.

"We heard a real desire to reduce congestion and to improve air quality. Local authorities and bus operators want to work together, whether to understand local traffic to better use bus priority measures, enforce moving traffic violations, or plan for new housing developments.

"The government has strategies on rail investment and road development; it is now time to bring forward a strategy for bus services outside London.

"Core to the strategy should be the desire to make bus

services more passenger focused and provide value for money, helping to bring more people, especially young people, on-board. This will also bring benefits for air quality, cutting carbon emissions and reducing congestion.

"The Department for Transport has a key role in supporting local authorities and bus operators but it needs to ensure its efforts are pulled together under a single strategy which sets out its ambition for bus services, still England's most popular form of transport. Concessionary fares are obviously important in making public transport affordable and our Committee hopes to assist by exploring this area in more detail later this year," she said.

In a survey of RMT bus members 85 per cent believed that bus services should be publicly owned.

The union also said that the MPs concerns about dangerously long driving hours in the bus industry supported the RMT campaign to drive down bus drivers' hours with no loss of pay. ■

SAVING THE SETTLE

RMT News marks 30th anniversary of the reprieve of the iconic Settle-Carlisle railway line from closure against the odds

Thirty years ago England's most scenic railway the Settle-Carlisle Line, which crosses the remote, stunning regions of the Yorkshire Dales and the North Pennines, was saved from closure following an enormous battle which had as many twists and turns as the line itself.

After Tory MP Michael Portillo famously lost his seat at the 1997 general election he claimed that his greatest achievement was 'saving the Settle to Carlisle line'.

However, as he well knew, it took an army of very hard working and extraordinary men and women to win the battle before Portillo – Minister of State with responsibility for railways at the time – made the official announcement saving the line in 1989.

The real heroes of this story are groups like the Friends of the Settle-Carlisle Line (FoSCL) which by 1989 had become the largest rail user group in the country with influence and contacts in local and national government circles as well as support from the National Union of Railwaymen.

In fact when Portillo tried to secretly ride in the cab incognito along the line during the campaign the FoSCL got wind of it and organised thousands to line the route with banners at stations and bridges calling on him by name to save their railway.

Portillo himself believed in privatising the line but this proved to be a non-starter as no carpetbagger wanted to look after 14 tunnels and 22 viaducts, including the magnificent 24-arch Ribbleshead standing 104 feet high and 440 yards long, he later blamed 'a



Garsdale station

lack of investor confidence'.

So today, although it looks like a heritage railway with beautifully restored Victorian buildings along the route, it remains part of the national rail network with its passenger trains operated by Northern Rail.

The line was always a political hot potato when it was completed in 1876 at enormous human and financial cost. Thousands of navvies worked in remote locations, enduring harsh weather and living in large camps.

The remains of Batty Green camp, where over 80 died alone following a smallpox epidemic died, can be seen near Ribbleshead.

Despite the magnificence of its engineering, its steeper gradients and greater length meant that it could not compete on speed from London to Glasgow with the West Coast mainline and murmurs about shutting the line had already begun in the 1930s.

During the war years the railways were sequestered and little money was spent while expectations rocketed with passenger numbers doubling on the entire network and rail

traffic rising by 80 per cent. By the end of the war the railways were on the verge of collapse.

After nationalisation in 1948, Settle-Carlisle railway was regarded as a duplicate line and control over the through London-Glasgow route was split over several regions which made it hard to plan popular through services. A slow closure programme began of lines and stations that linked or touched the railway including the lines to Hawes in 1959.

At this juncture the nemesis

of Britain's railways, road construction magnet Ernest Marples, became Transport Minister. Due to a conflict of interest he had resigned as managing director of Marples Ridgeway, which would win many contracts to build London's flyovers, but signed 80 per cent shares in the company to his wife.

In 1961 he drafted in one Dr Richard Beeching to begin the wholesale destruction of Britain's railways. While Dr Beeching closed railways his



RMT guard Darren Roden

boss's firm built new roads. Mr Maples would later flee to Monaco to avoid prosecution for alleged tax fraud.

In 1963 the Beeching Report recommended the withdrawal of all passenger services from the Settle line. By May 1970 all stations except for Settle and Appleby West were closed, and its passenger service cut to two trains a day in each direction.

During the 1970s, the line suffered from a lack of investment and the condition of many viaducts and tunnels deteriorated. In the early 1980s, British Rail decided the cost of renewing the viaducts and tunnels would be prohibitively expensive so the FoSCL protest group was established and campaigning against the line's closure began even before it was officially announced.

However in 1983 one Ron Cotton, another hero of this



SAVED: The Flying Scotsman crosses the Ribbleshead viaduct in North Yorkshire in 2017 after the Settle-Carlisle railway line reopened following flooding.

saga, was appointed as project manager with a brief to close the line, one that he had no intention of fulfilling. By the time he retired just four years later revenue had quadrupled, services had doubled and eight stations had re-opened.

Mr Cotton's diligence made it very difficult for BR managers to argue for closure in any judicial review up against some

very well organised resistance. Nevertheless they ploughed on in their attempts to destroy a very important part of Britain's railway heritage.

But political pressure was growing too as Carlisle NUR-sponsored Labour MP Ron Lewis joined others to add their voices against closure and mounting evidence revealed a dirty tricks campaign against the line.

The strategy to close the line by stealth was described by the *Craven Herald* newspaper on the 20th anniversary of the reprieve on April 25 2009: "A combination of strange pricing policies, cancelled trains, the neglect of maintenance over a period of years and warnings of how few passengers were using the line were well known as measures adopted by British Rail in the run up to any statement".

This included exaggerating the cost of repairs of £10 million for Ribbleshead Viaduct alone. This was refuted by BR engineer Chris Wallis, son of

Barnes Wallis inventor of the bouncing bomb, and the repairs finally came to a quarter of that.

Publicity over British Rail's tactics succeeded in encouraging a huge increase in traffic. Journeys per year were 93,000 in 1983 and rose to 450,000 by 1989. As a result the government finally refused consent to close the line and British Rail started to repair the deteriorating tunnels and viaducts.

Between 1999 and 2001, a programme of improvements was implemented involving renewal of track, replacement of ballast and the installation of new drainage. Restoration has also allowed for increased levels of freight traffic assuring the line's viability. Due to the decades of hard work put in by countless volunteers the future of this very special line has been assured.



Kirkby Stephen station

STATUE OF RUSWARP

In 2009 a statue of the border collie Ruswarp was unveiled on the platform of the refurbished Garsdale railway station. It celebrates the saving of the railway line which was coordinated by the Friends of the Settle to Carlisle Line, whose first secretary, Graham Nuttall, was a keen hillwalker; his dog Ruswarp signed the petition to save the line with

his paw print.

On January 20 1990 Graham Nuttall went missing in the Welsh Mountains. Searches found nothing until in April a walker found his body. The 14-year-old Ruswarp had stayed by his master's body for 11 weeks in winter weather. He was so weak that he had to be carried down the mountain. He died shortly after Nuttall's funeral.



DEALING WI

Rail Safety and Standards Board specialist Michelle O'Sullivan raises awareness and supports the promotion of good mental health



THE TRAUMA

What did you imagine working in the rail industry would be like? Maybe you expected to work with complex systems, meet lots of interesting people, and see some of the best views in the UK. People expect a variety of things when joining the rail industry, but exposure to a potentially traumatic incident is not one of them.

The nature of the interface between the railway and the public creates an occupational hazard for staff. There is a wide range of accidents, incidents and near misses that can affect the mental health of staff, including but not limited to, death of a member of the public or passenger, accidents at level crossings, incidents related to livestock on the line, trespassers on the railway, violent assault, verbal abuse and threats from passengers who may be fare evading.

An RSSB report has identified that 94.1 per cent of frontline staff experienced workplace abuse, with 25.6 per cent experiencing physical assaults (RSSB, 2018). A survey from RMT reported that 98 per cent of train guards have had to deal with antisocial behaviour, with 63 per cent having tackled it over 20 times. There were 293 public fatalities on the railway in the 2017-18 financial year. Responding to a fatality affects people in roles across the railway, including train drivers, conductors, mobile and local operations managers, engineering staff and signallers, as well as those who work in depots.

To combat this, RSSB have produced new guidance and toolbox for rail companies that seek to establish best practice when staff are involved in a potentially traumatic incident.

The guidance was produced with consultation from RMT and received endorsement from the National Executive Committee. The Guidance aims to provide a consistent evidence-based process for how the industry supports employees to manage the risk from trauma-related mental ill-health in the workplace.

Implementation of the guidance will look different in different localities. There is no one size fits all. Employees and RMT reps are key to ensuring the guidance is adapted to meet local needs. The Guidance can be used to inform and review a variety of policies, from recruitment to care and support systems.

TRAUMA RESILIENT ORGANISATIONS

Our ability to bounce back after a traumatic incident at work is largely dependent on organisational preparedness and social support. Rail companies can enhance staff resilience by ensuring they have identified the individuals who may be at-risk of exposure and have policies in place that provide suitable and sufficient mitigations.

RECRUITMENT, INDUCTION AND TRAINING

Preparedness is important for individuals as well as the organisation. Recruitment to positions with predictable risk of exposure should include a realistic job preview for applicants. Training and information that prepares staff for a potential incident and encourages healthy coping skills are key.

INCIDENT RESPONSE

The Guidance provides recommendations for

procedures to minimise exposure to psychological hazards at an incident and support affected workers in fulfilling operational requirements.

Post Incident Response

Active support should be adopted for those exposed to a traumatic event, through line managers and peer supporters. Support should be practical, along with watchful waiting, normalisation of reactions, risk assessments and monitoring.

Clinical Support

Most people who experience a traumatic incident recover naturally with time and formal treatment is not required. For those who do require treatment, it should be informed by the individual's needs, allowing them to regain control after a distressing event. The role of the organisation is to monitor the recovery of the individual through regular contact, follow-up and liaison between the Occupational Health service and the GP, and to facilitate access to specialist support if appropriate. Clinical intervention should be led by a trauma-skilled clinician.

PEER SUPPORT PROGRAMMES

Peer support networks should be actively encouraged and supported by rail companies. Appropriate and regularly updated training and supervision should be provided to the supporters.

RETURN TO WORK

A measure of an individual's recovery is the ability to return to work. Time off work should be guided through collaboration with the individual and clinical guidance. The health and welfare of staff returning to

work should be regularly monitored. A graded and supported process for staff returning to duty should be in place, with alternative duties offered where appropriate, particularly for those undertaking safety critical tasks and lone workers.

DATA AND REPORTING

There are many benefits to a reliable system to capture information about critical incidents, trauma management responses and outcomes. The Guidance includes recommendations relevant to the industry's Safety Management and Intelligence System, individuals' safety records, and the recording of follow-up.

RSSB has produced information on what post-traumatic stress disorder is and where to get help on their website, including a video for staff.

The Guidance can be downloaded from the RSSB website. RSSB members can access the toolbox, background scientific evidence and recommendations via SPARK.

RMT fully support RSSB's Trauma Guidance and our lead officers will be discussing it with all railway employers in the coming months. If you have a situation at work that needs tackling you should in the first place contact your Regional Office who will arrange that your concerns are addressed.

The RMT's next national health and safety advisory conference in February 2020 will be looking at workplace violence and the steps RMT health and safety reps can play in reducing fear from and exposure to violence at work.

LGBT+ CONFERENCE



Devon MP Luke Pollard welcomed RMT's annual LGBT+ advisory conference to Torquay, saying that he was proud both to have been backed by the union as a parliamentary candidate and to be "one of Labour's many LGBT+ MPs".

He set the scene for the debates to come, saying in a video message to delegates: "Hate is on the rise, and there are people who want to roll back our rights".

Delegates were also welcomed by Kevin Dixon, of Torbay Trades Council who gave a presentation on the "Gay Torquay" and the centuries of LGBT history in Devon.

RMT general secretary Mick Cash recalled attending his first

LGBT+ conference in 2015 when RMT was celebrating 100 years of women in the union. But looking forward to the anniversary of the foundation of the Amalgamated Society of Railway Servants in 1871, Mr Cash said: "We'll have had 150 years in 2021 of members of our union being in the LGBT community but it is a shame that, because of prejudice, this history was not documented".

Conference also raised the alarm over the potential erosion of LGBT+ rights. A resolution called on the union to "take urgent steps to mobilise all members of the RMT parliamentary group" to ensure protections currently included in the EU Charter of Fundamental

Rights "will be enshrined in British law once the UK leaves the EU".

Moving the motion, Paul Penny, Central Line East said that the EU charter of fundamental rights was "the only legally binding international human rights document" which adequately addressed LGBT+ rights.

"We should never take our rights and freedoms for granted.

"At a time when there is an upsurge of far-right politics across Europe and across the world, and with the prospect of people like Boris Johnson becoming more powerful at government level, we have to really fight."

John Shackleford, Bristol said

that progress in combating discrimination in the law could be reversed "with the click of a finger".

Ian Hutton, Gloucester urged the union to "tell our parliamentary group to get on with it and protect our rights".

Summing up, Mr Penny said: "The quote I want to finish with is from the philosopher Voltaire: 'the price of freedom is eternal vigilance'".

Delegates endorsed an emergency motion raising the alarm over the cancellation of Havana Pride, and the subsequent arrest of activists who took part in an unauthorised parade.

The motion noted "imperialist and religious



pressures” on Cuba but said that there was no excuse for “attacking LGBT+ rights”. It said that in light of the RMT’s “strong support for Cuba”, the union should “clearly state its opposition to these developments” and raise concerns with the Cuban government.

Paul Penny said that the Cuban government had been put under a lot of pressure from evangelical groups.

“When they tried to change the constitution over same-sex marriage, it was a very bold move, but they did cede to those pressures,” he said.

Delegates also discussed the union’s participation in Pride events in Britain, including the recent success of an event on the Isle of Wight, and the forthcoming London parade. Reporting on the advisory committee’s planning for this, Laurence Coles reminded delegates they could get local release and asked to be informed in advance if members are planning to attend.

RMT national equal opportunities officer Jessica Webb hoped that the union’s LGBT+ banner could be present, stressing this would need volunteers to come forward to carry it.

Paul Penny voiced “frustration and real annoyance” that the London Pride committee had not

responded to the union’s letter about transphobic incidents at last year’s parade.

Delegates resolved that the union should “seek a commitment” from union-sponsored MPs to ensure they are “committed to supporting our members and their constituents on LGBT+ matters”. It also said that international exchange visits organised by the union should be to countries which are “not known as being hostile to LGBT+ matters and persons”, and that guest speakers invited to events must not be “known to be blatantly homophobic, transphobic or biphobic”.

Mark Beresford, Bedlington said that there might “be the odd one or two” MPs or guest speakers who could ditch their prejudice “with a bit of education and training”, but that “if anybody’s publicly saying homophobic things in the press” they should not be associated with the union.

Andrew Judge, Feltham said: “It doesn’t represent us whatsoever, even if they say they’re going to support LGBT+ constituents, if they’ve said stuff that’s homophobic, how high is that going to be on their list?”

Martin Duncan, Perth 1 asked if a curb would also apply to campaigners for better rights in countries which oppress LGBT+ people. “Are we saying that until their country changes

we’re not going to listen to them or invite them to our events?” he asked.

Summing up, Mark Beresford said: “Obviously there’s a lot of good work being done, and what we’re trying to establish is get even better at what we’re doing”.

Another successful motion goods and services procured by the RMT should come from companies supportive of LGBT+ rights. It called on the general secretary to “as far as is possible” establish this prior to commissioning external organisations.

Georgie Duane, Neasden said: “Everyone here knows that there has been times where there’s an organisation which sells a service, and they’ve been homophobic”.

But Alistair Kenworthy, South Devon Bus asked: “How are you going to establish prior that a business providing these kind of things agrees with LGBT people? Are we going to give them a questionnaire?”

NEC member Lee Rundle reported back on the progress of motions from last year’s conference. Paul Penny voiced frustration at the slow pace of this, including ministers not replying to matters raised by the parliamentary group.

“I don’t want to come to the next year’s conference and just hear that a strongly-worded letter has been sent,” he said.

“The reality of all of this is its real people’s lives.” Mr Rundle said that he would ask the parliamentary group to take further action in challenging the government’s failure to respond.

The NEC member also spoke of the need to improve the diversity and representation on the NEC. He said that he had initially been reluctant to put himself forward, and spoke the challenges he’d faced and overcome dealing with the NEC’s work while having dyslexia.

Sue Dunne reported back from the TUC’s LGBT committee and delegates were also briefed on the activities of the RMT legal department and the ability of members to save with the RMT credit union. Mick Cash encouraged members to join the credit union, saying it was “about us being self-sufficient in our class”.

Guest speaker Jide McCauley, a Christian minister and CEO of LGBT faith project House of Rainbow, spoke movingly about his struggle against homophobia in the church.

“God is not oppressive in any way, shape or form.

“As a gay man, I think the bible is good to me but people have used the scriptures and the bible to bash people,” he said. ■



PRIDE: RMT members joined the Birmingham Gay Pride event last month

THROUGH BOSWORTH FIELDS



The heritage railway Battlefield Line in Leicestershire celebrates its 50th anniversary this year

The Battlefield Line is the last remaining part of the former Ashby and Nuneaton Joint Railway, opened in 1873, which runs from Shackerstone via Market Bosworth to Shenton in Leicestershire operated by the Shackerstone Railway Society (SRS).

SRS president Dave Johnson is one of the last original members that founded the society 50 years ago and he is clearly proud of what has been achieved in that time.

Dave has worked on every inch of the line which runs a total of five miles to Shenton near Bosworth Field, the location of the final battle of the Wars of the Roses immortalised in Shakespeare's Richard III, giving the railway its name.

The line has 13 bridges and culverts and requires constant attention and of course volunteers.

"We have a core of around 70 volunteers on this line, including a female team of driver and firewoman, but we are always looking for more.

"We started 50 years ago and it snowballed from there and we have only succeeded because of teamwork," he says.

He explains that the society was set up in 1969 at Market Bosworth, but soon moved to Shackerstone in 1970, as they needed a proper home for their first steam engine. When they got to Shackerstone they found one through line still intact and their first aim was to build some sidings. Later they reinstated the "down" platform and connected the sidings to the line to Market



SRS president Dave Johnson



Bosworth.

In the 1980s, the Battlefield Line launched a campaign to extend their line to Shenton. This involved buying 1 1/2 miles of track and in 1992 after a successful campaign, the inaugural service arrived, hauled by the appropriately named 0-6-0 tank engine "Richard III".

Today Shackerstone Station is at the northern end of the line, and is the headquarters of the railway with museum, a Victorian tea room, souvenir shop and the loco shed where work is constantly being carried out on an astonishing variety of rolling stock.

The signal box on the left just outside the station is the oldest Midland Railway Co. type one box still in operational use. The train then passes under the first bridge which carries the road to the wonderfully-named hamlet Barton-in-the-Beans, and into open farmland.

Diesel Multiple Units (DMUs) run on the line in the week and steam trains run at the weekend and the SRS runs all the usual events from a murder mystery train, beer festivals and its legendary Santa express around Christmas.

This remarkable railway captures the very essence of a country line, with steam, diesel and railcar train services along with small stations meandering along a single track line. It really does convey something of the feeling and atmosphere of days past.

For anyone with a sense of nostalgia, you'll be pleasantly surprised at this place - one of Leicestershire's best kept secrets, not just a train ride but a journey into history as well.

Whether you visit on one of the regular special event days or on a quieter day there is plenty to see and do as there are plenty of other attractions nearby to suit all generations.

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

President's column



A BUSY MONTH

Well what a quick month with day to day business of our union, I feel as though I had just wrote a column last week.

However when we look back I know a lot as happened I attended Banners held high which was a great day with so many union banners and attendees old and new like myself, but what a fantastic atmosphere, stalls, food and great music one of which is a favourite of mine Joe Solo.

Great speaker's too but my hat goes off to our very own Senior Assistant General Secretary Steve Hedley, who got a rousing round of applause from the crowd.

We RMT Members present also got a quick stage presence and mention for our RFA members whilst all wearing T-shirts to generate debate and now with a mandate delivered from the rank and file we can deliver the pay rise they deserve with all the work they do going unnoticed and under the radar so well done to everyone involved in delivering the result.

I also attended the Bob Crow Celebration, which was an amazing night with good comrades and friends photographs from his life and beautiful tributes from many guest speakers which had us laughing and crying remembering the unique man Bob was and how lucky we were to have him as our General Secretary to shape and motivate every member and activist I am

very proud to have been part of that! I also wore a T-shirt with a famous quote from Bob which has gone back to our great friends in the CGT in France. It must also be mentioned, Our General Secretary Mick Cash and I did a duet to raise money for The British Heart Foundation, however we take no responsibility for anyone's hearing.

I am now getting closer to presiding over my first Agm with a mixture of excitement and nerves in equal measure and hope everyone attending whether an old hand or first time delegate enjoy whilst delivering the business for our 80,000 plus members.

On a more serious note Tory leader May has gone, but with a greater threat of those who are running being a bigger danger to our society, when such a party can invite and be proud of a Gobshite like Trump it's time all working class people got together to defend our National Health Service, and organise together for a stronger future what our fore fathers built for us, we must protect with all our might and Labour may not have all the answer but they are the only answer to ridding the Tories from government so please use your vote to make this happen in the next General Election which must only be weeks away with no majority in the House of Commons!

Solidarity Michelle

DISABLED MEMBERS SPEAK OUT

DEALING WITH DYSLEXIA

I'm Mark Stokes, a commercial guard for South Western Railway.

I can remember being told I was stupid but knowing I was not. I found out that I was dyslexic in my last year at school. I failed all my exams, and only began to appreciate learning and reading when I joined an adult education centre.

Fourteen years ago, I found my dream job, where I got paid good money to run up and down the train and talk all the time! It was hell at first with learning the rules, routes and rolling stock. I still get uptight and physically ill at the thought of tests and assessments.

The structure of the railway suits me. Being told what to do, when I'm having a holiday and so on really works for me.

I have always been a champion of the downtrodden, socialist at heart and hate bullying, so twelve years ago I

became an RMT health and safety representative. I flung myself headfirst into it, attending many courses. I recommend RMT courses to any member – it's not like learning at all!

My passion has given me a reputation of being rather dogmatic, to the point where I will not give up until I have found an answer.

Two years ago, I failed my medical on my hearing, but thanks to the Equality Act, I got my employer to pay for my hearing aids.

Recently, I went to my doctor about sleep problems, and when I finally stopped talking she asked me to fill out some forms because she believed I had Attention Deficit Hyperactivity Disorder (ADHD). This has since been confirmed.

If you need a statement, tests or to see a specialist, the Transport Benevolent Fund can help to pay.



It's taken fifty-three years but I can finally say that I am finding peace of mind. I am happy living as a dyslexic, ADHD, slightly autistic and very annoying person.

In March, I attended the Disabled Members' weekend at Doncaster run by Janine Booth. What a fantastic course! In

April, I'm going to ask my RMT branch to nominate me for RMT's National Disabled Members' Advisory Committee and move a motion on a disability issue.

I'm proud to be different and a part of the disability group, and truly grateful for what RMT does. ■

NEW WREXHAM TO LIVERPOOL SERVICE

RMT has welcomed a new direct service into Liverpool from Wrexham and Chester, the first passenger service on the Halton Curve for over 40 years.

The Growth Track 360 campaign, driven by the North Wales and Mersey Dee Rail Task Force, is now looking forward to the introduction of direct services between Chester and Leeds.

RMT member and local councillor Dave Bithell, a Growth Track 360 board member representing Transport Cabinet Members in North, said that the re-introduction of direct services from North Wales to Liverpool Lime Street was a

great step forward for rail connectivity.

"It was a pleasure for me to travel on the first scheduled service from Wrexham General to Liverpool Lime Street, with Welsh Government Minister for Economy and transport Ken Skates AM Ian Lucas MP and Wrexham Council Leader Mark Pritchard.

"The new service takes around 50 minutes from Chester to Lime Street and only 35 minutes or so to the station for Liverpool Airport, Liverpool South Parkway and many thousands of travellers will benefit from the new route," he said. ■





CELEBRATING 100 YEARS

Branch and regional secretaries conference marks one hundred years in existence

Cumbrian Lakes branch hosted the 100th the annual branch and regional secretaries conference this month in the beautiful surroundings of Lake Windermere.

Outgoing president Keith Murphy opened the packed conference by welcoming the fact that so many lay officials were in attendance.

RMT general secretary Mick Cash emphasised the point and described branch and regional secretaries as the backbone of the union.

"Without you there can be no union activity, we could not organise at the workplace and fight back in the way we do without troops on the ground ensuring we are there to

represent workers.

"Who would have thought that one hundred years after the first meeting we would still be here defending transport workers whatever their grade," he said.

He said that the union was still punching above its weight with 54 ballots for industrial action in the past year alone and hundreds of disputes that were settled without the need for a ballot.

"Our membership figures are growing to over 80,000 yet we have many challenges ahead and I believe we can make the 100,000 figure.

"Central this aim are the need for branch and regional plans to enable us to increase

membership at the workplace where it matters," he said.

Karen Mitchell of the union's legal department congratulated conference on reaching one hundred years and led a presentation by lawyers outlining victories and problems in the many legal battles the union takes on.

She explained the crucial relationship between branch secretaries and the legal structures of the union.

"Since the legal department was set up five years ago we have won hundreds of cases from unfair dismissals to illegal wage deductions and we are continuing to develop strategies to improve services," she said.

Mark Beresford, Bedlington marked a hundred years of conference by moving a vote of thanks to all those that worked so hard to make conference particularly to the hard work of conference secretary Jim Phelps and outgoing president Keith Murphy.

Paul Howes, Crewe also called on branch and regional secretaries to attend the course at the union's education centre to prevent any breaches of GDPR that could lead to the union being prosecuted.

Keith Murphy closed the meeting with tributes to fellow officers and wishing conference all the best for the next one hundred years.

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Keep your RMT membership details up-to-date

In the light of draconian anti-trade union laws that have been used against the union, members should keep their personal data up to date. It also important to note that in order to keep members informed your union requires your mobile telephone number and email address.

Members can do this via the RMT website, telephone the RMT helpline above, or writing to the membership department at RMT head office, Chalton Street, London NW1 1JD.

EURO PASSENGER SERVICES BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

GLASGOW 5 BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

WALSALL BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

EAST SUSSEX COASTWAY
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

EUSTON NO1 BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

BURTON ON TRENT BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

NORWICH BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

WATFORD BRANCH
NOMINATE
MICK CASH
FOR GENERAL SECRETARY

SOUTH WEST MIDLANDS BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

BIRMINGHAM ENGINEERING BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

BRIDGEND LLANTRISANT & DISTRICT BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

THREE BRIDGES BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

HULL RAIL BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

WATERLOO BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

SOUTH LONDON RAIL BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

NEATH BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

SWINDON RAIL BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

NORTH THAMES LT&S BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

DERBY RAIL AND ENGINEERING
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

ORPINGTON BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

CHILTERN LINE BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

WIGAN BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

BLETCHLEY AND NORTHAMPTON BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

MARCH AND DISTRICT BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

WARRINGTON & DISTRICT BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

KINGS CROSS BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

CARLISLE CITY BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

FELTHAM BRANCH
NOMINATES
MICK CASH
FOR RMT GENERAL SECRETARY

MEDWAY AND DISTRICT BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

GREAT NORTHERN RAIL BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

SOLIHULL HACKNEY DRIVERS BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY WISHAW &	SHEFFIELD AND DISTRICT BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	MANCHESTER SOUTH BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
MOTHERWELL BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	WARRINGTON AND DISTRICT BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	LYMINGTON BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
SALISBURY NO 3 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	OILC BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	READING BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
BARROW IN FURNESS NO1 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	PADDINGTON BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	EDINBURGH NO1 AND PORTOBELLO BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
NEWPORT IOW NO2 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	PICCADILLY AND DISTRICT WEST BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	BOB CROW BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
DOVER SHIPPING BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	AYR BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	WIMBLEDON BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
THREE BRIDGES BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	PORTSMOUTH BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	SOUTH HANTS BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY
NEWCASTLE AND GATESHEAD BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY	LIVERPOOL 5 BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	CAMBRIDGE BRANCH NOMINATE MICK CASH FOR RMT GENERAL SECRETARY
DONCASTER BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	CREWE BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	OBAN BRANCH NOMINATES MICK CASH FOR GENERAL SECRETARY
LINCOLNSHIRE ROADCAR BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	LEEDS CITY BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY	SOUTH EAST ESSEX BRANCH NOMINATES SEAN HOYLE FOR GENERAL SECRETARY

NEWCASTLE RAIL & CATERING BRANCH
NOMINATE
MICK CASH
FOR RMT GENERAL SECRETARY

NORTH EAST SHIPPING BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

NUNEATON BRANCH
NOMINATE
SEAN HOYLE
FOR RMT GENERAL SECRETARY

WALTHAM CROSS AND DISTRICT BRANCH
NOMINATE
MICK CASH
FOR RMT GENERAL SECRETARY

FINSBURY PARK BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

MANCHESTER VICTORIA BRANCH
NOMINATE
SEAN HOYLE
FOR RMT GENERAL SECRETARY

LU FLEET BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

FELTHAM BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

MORDEN & OVAL BRANCH
NOMINATE
SEAN HOYLE
FOR RMT GENERAL SECRETARY

LINCOLN NO 1 BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

POOLE & DISTRICT BUS BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

CENTRAL LINE EAST BRANCH
NOMINATE
SEAN HOYLE
FOR RMT GENERAL SECRETARY

DOVER DISTRICT GENERAL GRADES BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

NOTTS AND DERBY BUS BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

ABERDEEN NO 1 BRANCH
SUPPORTS
MICK CASH
FOR RMT GENERAL SECRETARY

CAMBRIAN BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

BASINGSTOKE NO1 BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

HASTINGS BRANCH
NOMINATE
MICK CASH
FOR RMT GENERAL SECRETARY

BIRMINGHAM ENGINEERING BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

BRIGHTON AND HOVE CITY BRANCH
NOMINATES
SEAN HOYLE
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RAMSGATE WORKSHOP BRANCH
NOMINATE
MICK CASH
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DORSET RAIL BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

JUBILEE SOUTH BRANCH
NOMINATE
SEAN HOYLE
FOR RMT GENERAL SECRETARY

ASHFORD NO 1 BRANCH
NOMINATE
MICK CASH
FOR RMT GENERAL SECRETARY

EAST MIDLANDS BUS BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

EIRE SHIPPING BRANCH
NOMINATE
SEAN HOYLE
FOR RMT GENERAL SECRETARY

HARWICH SHIPPING
NOMINATE
MICK CASH
FOR RMT GENERAL SECRETARY

LONDON TAXI BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

SALISBURY NO 3 BRANCH
NOMINATE
SEAN HOYLE
FOR RMT GENERAL SECRETARY

TFL NO1 BRANCH
NOMINATE
SEAN HOYLE
FOR GENERAL SECRETARY

SWANSEA NO1 BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

FIFE & DISTRICT BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

NEASDEN BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

WATFORD BRANCH
SUPPORTS
STEVE SMART
FOR REGIONAL ORGANISER

BLACKPOOL AND FYLDE COAST BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

DORSET RAIL BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

NORTH THAMESIDE BRANCH
SUPPORTS
STEVE SMART
FOR REGIONAL ORGANISER

CUMBRIA LAKES BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

LONDON ANGLIA AND MIDLAND TRANSPORT
BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

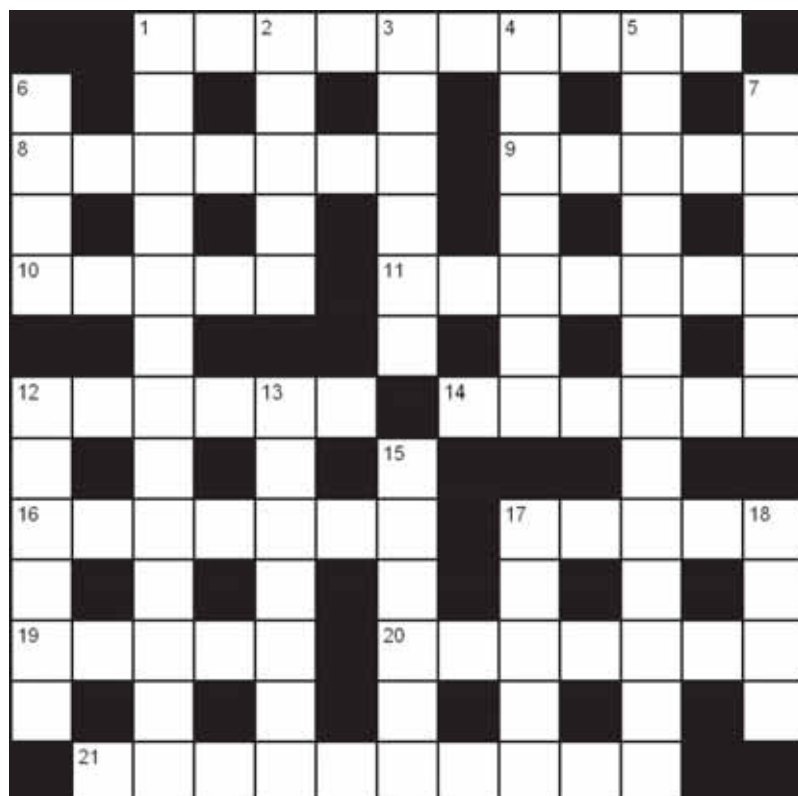
HOLYHEAD NO 1 BRANCH
NOMINATES
MICK CASH
FOR GENERAL SECRETARY

BELFAST SHIPPING BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

EUSTON NO1 BRANCH
SUPPORTS
STEVE SMART
FOR REGIONAL ORGANISER

SOUTH HUMBERSIDE BRANCH
NOMINATES
SEAN HOYLE
FOR GENERAL SECRETARY

£50 PRIZE CROSSWORD



Last month's solution...



The winner of last month's prize crossword is Gaenor Hardy, Sheffield.

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

Winner and solution in next issue.



Crossword sponsored by UIA

ACROSS

- 1 Pollution (10)
- 8 Admire (7)
- 9 Nervous (5)
- 10 Praise (5)
- 11 Glorified (7)
- 12 Dictator (6)
- 14 Withdraw (6)
- 16 Sound in a language (7)
- 17 Grasslike plant (5)
- 19 Headdress (5)
- 20 Increase (7)
- 21 Easily seen (10)

DOWN

- 1 Unemotional (13)
- 2 Nimble (5)
- 3 Froth (6)
- 4 Greenhouse gas (7)
- 5 Absence (13)
- 6 Desire (4)
- 7 Interfere (6)
- 12 Assistant (6)
- 13 Daunt (7)
- 15 Return to normal (6)
- 17 Colonial term (5)
- 18 Open vessel (4)



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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**

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Date

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Britain's Largest Specialist Transport Union

Grayling's Pay Cap SMASHED!

RAIL WORKERS PAY CAP ANNOUNCED

Chris Grayling, Secretary of State for Transport announces his intention to impose a pay cap on rail workers that would restrict pay increases to the lesser Consumer Prices Index (CPI) in a break from the higher Retail Prices Index (RPI) which includes housing costs.

20,000
Network Rail staff
showing determination and guts, have smashed their way through the Government pay cap outlined by Grayling.

“ For RMT this is just the start. Our fight for decent pay and working conditions right across the transport sector goes on. We are proud of what we have achieved in the teeth of a full-frontal political assault but recognise that there are still groups

of workers in outsourced, casualised and under-valued pockets of the industry where the campaign for pay and workplace justice needs to be focussed.

Mick Cash, RMT General Secretary

”

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