

RMT *news*

Essential reading for today's transport worker

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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

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

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EDITORIAL



TRAGEDY AT STONEHAVEN

It is with great sadness that I have to open this month's editorial by paying tribute to our member Donald Dinnie who so tragically lost his life in the derailment at Stonehaven near Aberdeen last month.

Donald's death, along with that of his colleague and driver Brett McCullough – a member of our sister union ASLEF – and a passenger Christopher Stuchbury sent shockwaves through the railway family.

I want to take this opportunity to thank our regional officials and the officers of Aberdeen No.1 branch who throughout their own grief have provided support to both our local members and Donald's friends and family. I would also urge our members and branches to show their solidarity by contributing to the condolences fund we have set up jointly with ASLEF for the families.

As we begin to emerge from the COVID-19 restrictions, and with the government pushing for a return to work and increased passenger traffic on the transport network, there are new and major challenges facing us as trade union.

Our priority throughout has been to protect the jobs, safety and livelihoods of our members. That will remain the case. We

have seen already attacks on jobs in the ferry sector and in support services on the railway. We must not underestimate the scale of the threat that we face over the coming months.

RMT has maintained and increased membership levels throughout the pandemic but this is no time to rest on our laurels. As the furlough scheme unwinds and new emergency measures are introduced we need to seize this opportunity to build density in every workplace for the battles over jobs, pay and conditions that we know lie ahead.

Every member has a role to play. Our strength is in the workplace and in workplace organisation. If you know someone who isn't a member – sign them up. If you think you can offer some time to help us strengthen our grassroots operation – contact your local branch.

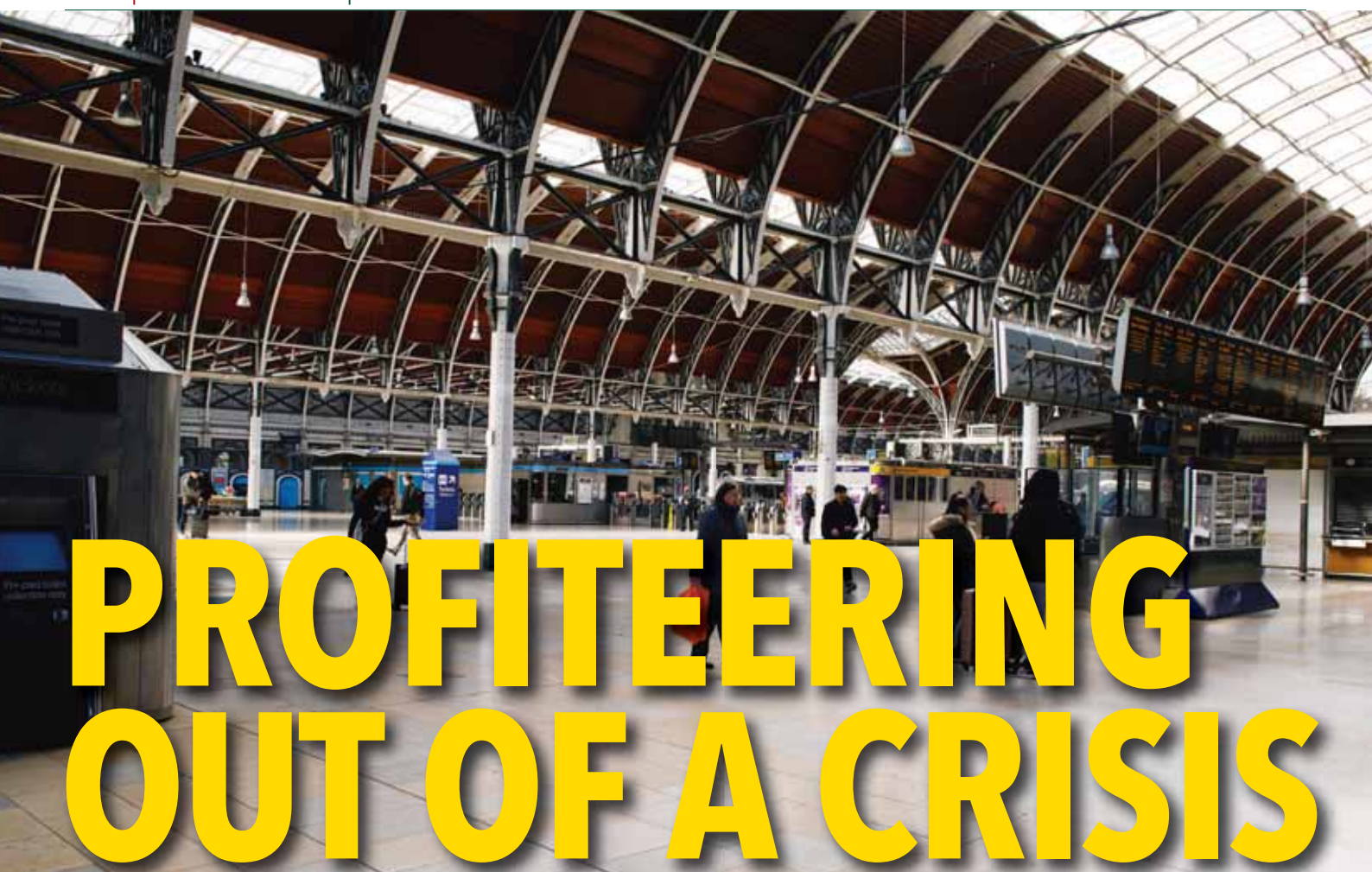
We are entering uncharted waters and it is unity and solidarity that, as ever, will pull us through.

Best wishes

Mick Cash

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



PROFITEERING OUT OF A CRISIS

RMT Parliamentary Group exposes rampant profiteering from the pandemic by private train operating companies and ROSCOs

The Coronavirus crisis has seen railway workers across the industry putting their lives on the line to keep Britain's economy moving. It's also blown away the last arguments for anything other than a nationalised railway.

Franchising was already broken, as almost everyone agreed. But when the going got tough, the private companies threatened to walk away from the railways unless they were handed a multi-billion pound bailout and rather than take the obvious next step, the government opened our wallets and handed them a massive subvention of public money.

The Emergency Measures Agreements (EMAs) which see

the public picking up all the costs of the train operating companies, already cost the taxpayer £900 million a month. Now, thanks to RMT research and the work of RMT's Parliamentary Group, we know how much of that money is being turned into profit-making during a crisis that has cost more than 60,000 lives.

The carrot, dangled for the private companies in return for not walking away from the railways, was the offer of a management fee which would give them some operating profit. Some version of this had been touted by the rail companies and hinted at by the Secretary of State for Transport for months ahead of what was supposed to be the

publication of Keith Williams's review. The collapse in passenger revenue made it the government's last throw in avoiding nationalisation.

Back in February RMT warned that this model was simply a case of 'reanimating the corpse' of privatisation and would not stop private companies sweating the industry. RMT's new report, 'profiteering at a time of crisis' puts some firm numbers on this truth.

Pressed by RMT Parliamentary Group chair Ian Mearns, the Rail Minister Chris Heaton Harris confirmed that at the end of the first six months of the EMAs, each company would receive a lump sum equivalent to two

per cent of the cost base of the railway. The Office of Rail and Road calculates the cost base of the railways as £11.5 billion last year, meaning that over six months, the Train operating companies could expect to make an operating profit of around £115 million, rising to £231 million over a year if the agreements are extended. That's roughly what they were making in operating profit before the crisis. So no end to the profiteering there then.

But that's not all. Questions from RMT Parliamentary Group MP Grahame Morris also exposed the way that the EMAs allowed the continuation of obscene profiteering by the Rolling

Stock companies (the ROSCOs).

On April 7, appearing in front of the Transport Select Committee, Minister of State for Rail Chris Heaton Harris was asked whether the government was covering the costs of leasing trains from the ROSCOs or whether the companies had agreed to waive those charges for the duration of the crisis. Heaton Harris said 'Currently, we are picking up the tab.

Grahame Morris MP subsequently tabled further questions in Parliament asking how much the ROSCOs were receiving.

On June 2 the Minister answered that "Train operating companies are continuing to pay the contractually agreed rental cost for rolling stock as they were prior to the Emergency Measures Agreements." In a further answer he confirmed that "Rolling stock contracts are fixed over the term of the original franchise and were competitively procured by the operators; the same payments will continue through the period of the EMA".

While the government urges the train operating companies to look for efficiencies and possible savings, it is paying out in full to cover the lease charges paid to the ROSCOs. As the ROSCOs are forced to buy new trains, so their leasing charges rise. Last year, they received a record £2.45 billion

ROSCO PROFITS AND DIVIDENDS FOR THE FINANCIAL YEAR ENDING DECEMBER 2018

Rolling Stock company	Profit Before Tax	Dividend
Porterbrook*	£81,659,000	£80,000,000
Angel Trains**	£128,900,000	£147,000,000
Eversholt***	£30,469,000	£40,100,000
Total	£241,028,000	£267,100,000

*Porterbrook Holdings 1 Ltd, Annual Report and Financial Statements, Year Ended December 2018

**Angel Trains Ltd, Annual Report and Financial Statements, Year Ended December 2018

***Eversholt UK Rails (Holding) Ltd (Security Group), Annual Report and Financial Statements, Year Ended December 2018.

from the TOCs.

A new RMT report 'Picking up the Tab for Trains' showed how these rolling stock charges represent a growing proportion of the TOCs costs (around 17 per cent), a cost that's being passed on to the taxpayer through franchise subsidies. With the advent of the EMAs that cost is now being directly and transparently paid by the government. And the ROSCOs will be doing very nicely out of this. In 2018, the last year where we can see the accounts of all three ROSCOs, they made profits before tax of £241 million and paid out dividends to the asset management funds who own them worth £267 million. As an earlier RMT report 'The Rolling Stock Racket' showed, much of this money is then shuffled offshore through tax havens in Luxembourg and elsewhere.

While rail workers have risked their lives to come into

work and keep services running throughout the pandemic, a few big businesses have been busy with the government rearranging the deck chairs so that they can continue raking in public money and turning it into shareholder dividends. The EMAs may be here to stay in the short term, but the battle is on to build a safe, affordable, accessible and integrated railway that works for British people.



Grahame Morris MP

HULL TRAINS CUTS CLEANING

RMT has warned that plans to slash staffing levels on Hull Trains by the contractor Greens in the midst of the COVID-19 pandemic are a recipe for disaster for both staff and passengers alike and should be halted as a matter of urgency.

Proposals received by the union this week would more

than halve both the day shift cleaning teams and the over-night deep cleaning operations.

RMT has pledged to fight the cuts and says that the plans expose again the fragmentation on our railways where open access providers like Hull Trains have been cut out of the Emergency

Measures Agreements applied to franchise holders. The union says that the current chaos reinforces the need for public ownership.

RMT senior assistant general secretary Mick Lynch said that the plan to slash cleaning staff numbers on Hull Trains by more than half on both night and day shifts in

the midst of the COVID-19 pandemic is grossly irresponsible and should be reversed.

"RMT will fight these plans which once again expose the chaos on our fragmented railways and reinforce the case for public ownership," he said.



TRAGEDY AT STONEHAVEN

Injured RMT member Nicola Whyte walks three miles to raise the alarm after the Stonehaven crash in Scotland

RMT has been left deeply shocked by a derailment in Aberdeenshire which left three people dead after the train struck a landslip covering the track.

Driver Brett McCullough, conductor and RMT member Donald Dinnie and passenger Christopher Stuchbury died in the crash.

The men died when the 06:38 Aberdeen to Glasgow service crashed on August 12 near Stonehaven.

RMT senior assistant general secretary Mick Lynch sent a message of condolences, support and solidarity to Donald Dinnie's family, friends and colleagues on behalf of the whole union.

"It is absolutely clear that he was much loved and highly respected by all who knew him

and his death is a tragedy that has shocked our entire industry. We share the grief of those who were close to Donald.

"Donald's branch, Aberdeen 1, have told me that he was an amazing person who lit up every room he walked into with his cheery banter and stories.

"Many knew Donald for most of his railway career as a driver and a guard. He was very much a family man and a valued, active and proud member of the RMT. His loss has cast a long shadow over his branch, his region and the whole national union.

"Our thoughts at this time are also with the driver, Brett McCullough, a member of our sister union ASLEF, and the passenger who also lost their

lives in the incident.

"RMT will continue to provide whatever support we can to Donald's family and colleagues at this terrible time. We are united in both our grief and our determination to ensure that safety on our railways remains the absolute priority," he said.

Further lives were saved when off-duty guard and RMT member Nicola Whyte was travelling to work for ScotRail on the fateful service when it derailed near Stonehaven.

Her safety-critical training kicked in when she realised the train had crashed and rear protection was required. As there was no mobile phone signal she walked to a signal box to call for help despite her

The Rail Accident Investigation Branch (RAIB) is

investigating the fatal accident that occurred near Carmont on the national rail network in Scotland.

After departing Stonehaven, the train continued past Carmont on the up (southbound) line until it was stopped by the signaller at Carmont, using a radio message. This was because the signaller had just received a report from the driver of a train on the down (northbound) line that a landslip was obstructing the up line between Carmont and Laurencekirk.

When it became apparent that the train could not continue its journey south, the decision was taken to return it to Aberdeen, and it was routed back over a crossover at Carmont onto the down

line. After travelling for approximately 1.4 miles, the train struck a landslip covering the down line and derailed. As the track curved to the right, the train continued in a roughly straight line for around 100 yards until it struck a section of bridge parapet, which was destroyed.

The leading power car continued over the bridge and then fell from the railway down a wooded embankment, as did the third passenger carriage. The first passenger carriage came to rest on its roof, having rotated to be at right angles to the track. The second passenger carriage also overturned onto its roof and came to rest on the first carriage. The fourth passenger carriage remained upright and attached to the rear power car; it also came to rest on the first carriage. All wheelsets of the rear power car derailed, but it remained upright.

The RAIB is currently collecting evidence needed to identify factors relevant to the cause of the accident and its consequences. The scope of the investigation is likely to include:

- the sequence of events and

the actions of those involved;

- the operating procedures applied;
- the management of earthworks and drainage in this area, including recent inspections and risk assessments;
- the general management of earthworks and drainage and associated procedures designed to manage the risk of extreme weather events;
- the behaviour of the train during, and following the derailment;
- the consequences of the derailment and a review of the damage caused to the rolling stock;
- underlying management factors; and
- actions taken in response to previous safety recommendations.

Rail Accident Investigation Branch chief inspector Simon French said that it was the job of the RAIB, the UK's independent rail accident investigation body, to identify the immediate and underlying causes of the accident, and to



POPULAR: Donald Dinnie was an extremely popular member of Aberdeen branch and a loving family man

make safety recommendations to reduce the risk to the UK's travelling public and rail employees alike.

"Landslips and other earthworks failures remain a risk to trains that needs to be constantly managed – and this is becoming even more challenging for the rail industry due to the increasing incidence of extreme weather events," he said.

The RAIB's investigation is independent of the joint investigation instructed by the

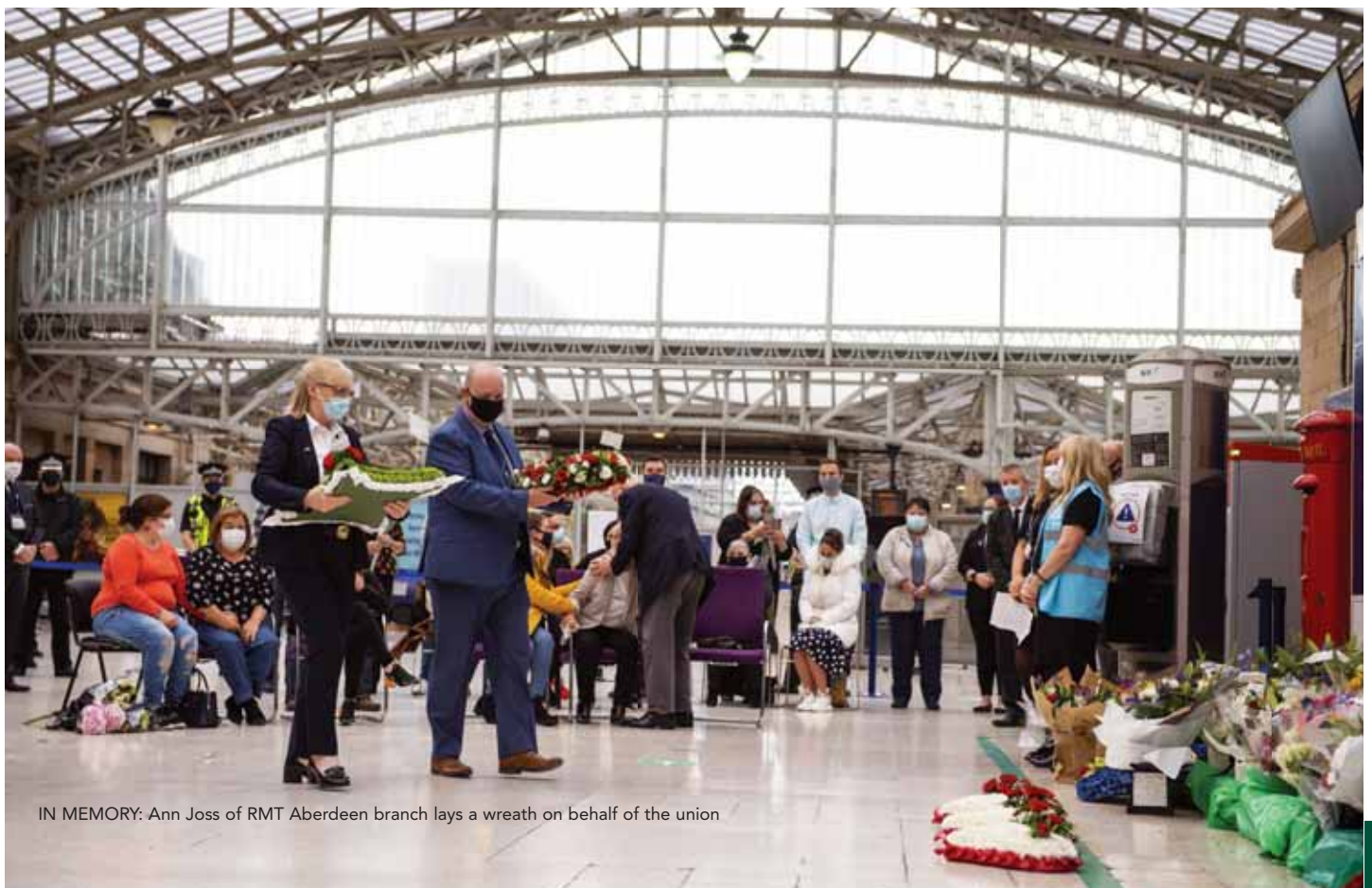


QUICK-THINKING: Off-duty conductor Nicola Whyte raised the alarm to protect the train

Lord Advocate to be carried out by British Transport Police, Police Scotland and by the industry's regulator, the Office of Rail and Road.

Network Rail also said that it would carry out detailed inspections of high-risk trackside slopes with similar characteristics to the site of the Aberdeenshire crash.

It said that dozens of sites across Britain will be assessed using in-house engineers, specialist contractors and helicopter surveys. ■



IN MEMORY: Ann Joss of RMT Aberdeen branch lays a wreath on behalf of the union



RMT CALLS FOR FLEXIBLE SEASON TICKETS

RMT has called on the government to implement a simple national scheme for flexible ticketing on the railways with immediate effect to give passengers more flexibility in their travel options.

The call was made after the published a report called 'Flex Appeal – A Simple National Flexible Ticketing Scheme for our Railway'.

Since the lockdown was implemented on March 23 rail usage has slumped to just 23 per cent of pre Covid-19 levels as only 34 per cent of white collar workers have returned to the office whilst a survey of businesses found that 50 per cent say that remote working will become a permanent mix for most of their staff.

Government statistics show that even before the Covid-19 crisis there was significant demand for flexible ticketing with over 8.3 million people working part-time across the UK.

The report was released when July's RPI figure was published which sets the increase for next years season tickets. RMT looked at 104 separate commuter routes across England, Wales and Scotland and the current prices for annual season tickets. RMT's report shows that if the government introduced annual season tickets that were valid for two, three of four days per week

rather than seven days as they are now rail commuters who wanted to use more flexible travel would make significant savings.

Examples of savings on regular commutes into UK cities include the following:

- Brighton to London Terminals current season ticket price is £4,580 per year. A pro-rated 3 day per week flexible season ticket would cost £2,748, a saving of £1,832 on a full season ticket.
- Albans to London Terminals current season ticket price is £3,712 per year. A pro-rated 3 day per week flexible season ticket would cost £2,227, a saving of £1,484 on a full season ticket.
- Glasgow to Edinburgh Terminals current season ticket price is £2,504 per year. A pro-rated 3 day per week flexible season ticket would cost £1,502.40, a saving of £1,001.60 on a full season ticket.
- Swansea to Cardiff Terminals current season ticket costs £1,844 per year. A pro-rated 3 day per week flexible season ticket would cost £1,106.40, a saving of £737.60 on a full season ticket.
- Nuneaton to Birmingham Terminals current season ticket costs £2,080 per year. A pro-rated 3 day per week flexible season ticket would cost £1,248, a saving of £832 on a full season ticket.
- Macclesfield to Manchester Terminals current season ticket costs £2,148 per year. A pro-rated 3 day per week flexible season ticket would cost £1,288.80, a saving of £859.20 on a full season ticket.
- Bradford-On-Avon to Bristol Terminals current season ticket costs £2,268 per year. A pro-rated 3 day per week flexible season ticket would cost £1,360.80, a saving of £907.20 on a full season ticket.
- Skipton to Leeds Terminals current season ticket costs £2,012 per year. A pro-rated 3 day per week flexible season ticket would cost £1,207, a saving of £805 on a full season ticket.
- Warrington Stations to Liverpool Terminals current season ticket costs £1,640 per year. A pro-rated 3 day per week flexible season ticket would cost £984, a saving of £656.00 on a full season ticket.
- Middlesbrough to Newcastle Terminals current season ticket costs £2,224 per year. A pro-rated 3 day per week flexible season ticket

would cost £1,334.40, a saving of £889.60 on a full season ticket.

RMT senior assistant general secretary Mick Lynch said that the reality was that many commuters and their firms will be holding off purchasing season tickets for 2021 as home working becomes a long term feature.

"There will be a massive drop in demand for conventional season tickets and unless the demand for more flexible tickets and affordable tickets is met commuters will permanently abandon the railway.

"The government must rebuild passenger confidence and encourage passengers back to the railway by giving them what they want: flexible ticketing that's good value and suits their needs as part of the Covid-19 recovery.

"The vested interest of the train operating companies has meant flexible ticketing has not been introduced because they believe it will hit the profits for their shareholders.

"RMT is calling on the government to immediately introduce a simple national scheme, supported by protecting ticket offices so that the right advice is always available, as part of a national strategy for a publicly owned railway that has key rail workers and passengers at its heart," he said.

SAVE TRUMP JOBS

RMT calls on Scottish government to oppose savage cuts to jobs and conditions at Trump Turnberry resort

RMT has calling on the Scottish government to intervene and condemn the Trump Organisation's savage cuts to jobs and terms and conditions at its Turnberry resort in Ayrshire.

The company is planning to bulldoze through over 80 redundancies alongside damaging cuts to sick pay, working hours, pay, enhancements, staff benefits and working conditions. Formal consultation on the plans is now over and despite strong RMT representations the Trump operation has shown no sign of backing down and has in fact ratcheted up the cuts.

The company claims that it is being forced to make these cuts because of the impact of Covid-19 on visitor numbers, yet across the UK, there is a clear trend towards domestic staycations. Instead, RMT believes that the Trump organisation is shamelessly using the global pandemic as a guise for slashing terms and conditions of workers in Scotland.

RMT's letter to the First

Minister of Scotland Nicola Sturgeon urged the Scottish government to intervene as a matter of urgency and condemn the Trump Organisation's disgraceful treatment of Scottish workers and support the RMT's campaign to protect all jobs and conditions at the Trump Turnberry resort.

RMT senior assistant general secretary Mick Lynch said that the union had been clear from the outset that the company was hell-bent on cutting jobs and slashing terms and conditions, under the guise of Covid-19, while at the same time as being in receipt of British taxpayer's money in the form of furlough payments.

"It is disgraceful that the Trump Organisation is ploughing ahead with these outrageous cuts, when it is clear that the real goal is casualising the workforce, with no regard for its dedicated employees.

"RMT is calling for the Scottish government to take action to protect these workers livelihoods from their

employer's shameful plans.

"RMT has written to the First Minister of Scotland, Nicola Sturgeon, to call on her government to support the

RMT's campaign to protect all jobs and conditions at the Turnberry resort and to ensure that our members are protected," he said. ■



REVERSE ADELPHI JOB LOSSES

RMT calls on wealthy Britannia Hotel Group owner to reinstate redundant jobs at Liverpool's world famous Adelphi Hotel.

RMT called on the owner of the Britannia Adelphi Hotel in Liverpool to reinstate 83 jobs that have been made redundant under the cloak of the COVID-19 crisis.

Throughout the statutory consultation the employer refused to offer enhanced redundancy terms, or to use

the government furlough scheme to its maximum extent until the end of October 20, to protect employment.

The Hotel Group owner, Mr Alex Langsam, is the 518th richest person in Britain according to The Sunday Times 2020 rich list with a reported wealth of £248 million, it would have taken an insignificant amount of his personal assets to protect employment in the city.

RMT senior assistant

general secretary Mick Lynch said that Liverpool had been battered by 10 years of Tory driven austerity driven and by an ideological hatred of the working class.

"When wealthy hotel owners aren't interested in protecting employment by using the Government furlough scheme to the full it shows just how rotten the system is.

"The loss of 83 jobs at the world famous Adelphi Hotel

will take another £1.5 million out of the Liverpool economy further depriving austerity ridden communities of much needed resources.

"It is a disgrace that wealthy hotel owners don't see protecting employment as a priority, instead putting the protection of their profits and establishment vested interests above employment opportunities for the working class Liverpoolian community," he said. ■

RESCUE PUBLIC TRANSPORT

RMT assistant general secretary Mick Lynch argues that the private sector have been skimming off public transport funding to maintain profits

In order to recover from this pandemic and the resulting economic crisis, Britain is going to desperately need its railways and buses.

We're going to need them to ensure against a reversion to car travel that damages our environment and congests our roads and cities.

Already transport statistics show that numbers for car travel and freight carried by HGVs and LGVs have bounced back, while rail travel languishes below 20 per cent of its figures for last year. That's another environmental time bomb we really don't need.

We're going to need rail to address transport inequalities in our society.

Around 20 per cent of the population does not own a car and many communities are almost entirely dependent on public transport and connectivity for any quality of life.

We're going to need our

railways to support economic recovery, and they can be a huge engine of recovery themselves.

HS2, the genuine reversal of Beeching cuts and the return of a properly phased and funded electrification programme to decarbonise passenger and freight transport can generate economic activity and employment for tens of thousands of people.

But we have to be realistic that this can't be achieved on the basis of the commercial model that's dominated the last 30 years of transport policy.

The fantasy was that fare box revenue could be made to pay for operating costs, while the public supported investment in infrastructure.

It was never true and subsidies to the train operating companies just kept on growing.

The coronavirus pandemic has killed this delusion for



RMT assistant general secretary Mick Lynch

good.

Passenger numbers are likely to be suppressed for years, not months and for many people, working patterns may change permanently.

So the funding model for railways must change too.

Rail now needs sustained public support and investment that recognises transport as a public good.

The models for how to do this are already out there.

RMT and the rail unions supported research into one such model back in 2012, with the Rebuilding Rail report, and RMT welcomed the Labour Party and Andy McDonald's alternative white paper in April this year.

Both offer a route map for a future railway.

Tragically, this government is busily rearranging the deckchairs in the interests of the handful of big businesses that profit out of the railways.

In the run-up to the belated

announcement of a lockdown, people — on government advice — stopped using trains and the train operating companies demanded help.

"Senior industry sources" were quoted as saying that fairly drastic measures might be required for train companies to survive.

EMAs

Terrified that it was going to have to nationalise not just Northern and London North Eastern Railway but the whole network, the government devised its emergency measures agreements (EMAs), whereby it took on all the costs of running the railway and agreed to pay the train operating companies a 2 per cent management fee to continue running their franchises.

RMT welcomes that state has stepped in to provide funding to keep the railways moving, as this was vital step to keeping essential goods

and people moving during the pandemic.

What we cannot accept is that the privatised rail industry has continued to make profits on the back of this intervention.

Far from being nationalisation in reality, we now know it was a continuation of profiteering by any other name.

A new report by my union has shown that as a result of the EMAs, the train operating companies are making roughly the same operating profits that they were before and stand to walk away with £231 million over a 12-month period under these agreements.

Worse still, the taxpayer is now directly paying for

obscene profiteering by the rolling stock companies, the Roscos.

These three companies, which own most of the vehicles on the network, charge rent for the use of their assets and these costs have been growing steadily as the government demands new vehicles and the Roscos exploit their monopoly positions to set prices as high as possible.

In the last year for which accounts are available for all three companies, they made a profit before tax of £241 million and paid out £267 million in dividends to their owners — mostly asset management funds with networks of subsidiaries

located in tax havens.

So as the EMAs are bedded in as the new form of privatisation, around £500m in desperately needed public money will leak out of the railways to the train operating companies and rolling stock leasing companies.

It's a scandal that while rail workers have risked their lives to come into work and keep our services running throughout the pandemic, a few big businesses have been busy with the government rigging the system so that they can continue skimming off public funding to make profit.

Last month RMT, together with public services campaign group *We Own It*, the Association of British

Commuters and Bring Back British Rail, wrote to every MP pointing them to this new research and calling on them to support the growing campaign for a real return to public ownership.

An announcement on new EMAs was due to be made before MPs broke for summer recess but has been delayed due to continued wrangling between the train companies and government.

The government should use the delay to rethink should stand up for the interests of passengers and recognise our heroic public transport workers and bring our rail, and indeed bus network back into public ownership. But we are not

RENATIONALISATION CALLS GROW

Following research that private rail companies stand to make £500 million from Coronavirus bailouts calls for rail nationalisation continue to grow.

Britain's private rail companies stand to make almost £500 million in profits over the next 12 months according to new research, amid widespread speculation that the government is about to extend its Emergency Measures Agreements.

Groups representing passengers and rail workers have written to MPs from across the political spectrum calling on them to demand proper scrutiny of any government decision on the EMAs and urging them to support nationalisation of the network to stop the scandalous profiteering at public expense.

The letter, sent on behalf of rail unions and passenger groups, says that Britain needed a safe, affordable and accessible railway to support public transport and decarbonisation and that every penny of public money should be used to invest in a recovery



RENATIONALISE: Ellie Harrison of the Bring Back British Rail campaigns outside Glasgow's Central Station

plan that will get badly needed rail services back on track rather than leaking out into private profit.

We Own It campaigns officer Ellen Lees said that if the government continued to pursue bailouts of the rail industry, they'll once again be ignoring the reality that's staring them straight in the face.

"No matter how many times they try to prop up a failing system, the private rail companies will always come crawling back cap in hand for more cash.

"It's time we ended this

farce. Instead of funnelling millions into the pockets of private companies, we should bring our railways into public hands - so they can work for people and the planet, not for private profit," she said.

Emily Yates, co-founder of the Association of British Commuters, said that passenger trust was more important than ever, but it has been severely damaged by years of crisis on the railways.

"Public ownership is now the only way to restore this trust, and start building the integrated, efficient and accountable system we

deserve.'

Ellie Harrison of Bring Back British Rail said that privatised rail had never worked.

"Natural monopolies like our railways need to be centrally co-ordinated and run for the public good.

"Now the coronavirus crisis has laid bare this simple truth. Public transport is an essential public service to get our key workers to their jobs. We must stop the bailouts to failing private rail companies, and seize this opportunity to 'take back our trains' for good," she said.



REBUILD TRANSPORT IN LONDON

RMT calls on government to stop the cuts and rebuild London's public transport around people

RMT has called on the government and Transport for London to turn the page on a failed experiment and build a world-class public transport system around the needs of people by investing in more staff.

In a submission to the review of TfL's finances being conducted by the government and by TfL itself, the union said that the Covid-19 crisis had finally killed off the fantasy that public transport could be funded by passenger fares and run on the cheap by cutting staff jobs.

This delusion reached its height in 2015 when the government turned its austerity programme on London's transport network and cut TfL's £700 million a year operating grant. This made London one of the most fare dependent cities in the world and one of the only ones without any operating grant.

At the point when the pandemic broke, 72 per cent of TfL's income came from fare revenue. This is highly unusual for a world city transport system and compares unfavourably with New York (38 per cent), Singapore (21 per cent), Beijing (22 per cent), Tokyo (20 per cent), Hong Kong (37 per cent), Paris (38 per cent) and Madrid (47 per cent).

In the same period, TfL has had to take on increasing levels of debt to fund capital

spending on the maintenance, renewal and enhancement of its assets. This followed the debacle of previous attempts to lever in private finance to fund maintenance and renewal work on the Underground through the failed PPPs run by Metronet and Tubelines between 2003 and 2010.

TfL's debt has risen to £11.7 billion, forcing it to maintain a £1.2 billion cash reserve in order to maintain its credit rating and hold down the cost of this debt burden. Most of this debt is incurred in the form of either Treasury or market bonds to cover capital spending costs but some covers operational shortfalls too.

The government announced a review of TfL's financial sustainability as a condition of its decision to provide £1.6 billion in funding and loans to TfL to plug the gap in its finances caused by the collapse in fare revenue.

This review would explore the potential for both short and medium term 'efficiencies' in relation to operating costs, as well as the potential for 'alternative operating models' to generate further long-term efficiencies, a formulation that

RMT warned leaves the door open for privatisation.

In July, Transport for London also announced its own parallel 'Independent Review' of its long-term future, also expected to report this month.

RMT's submission points to the fact that even before the pandemic struck, London's transport network was desperately understaffed, creating a growing safety crisis.

The union argues that the challenges of meeting our decarbonisation and air quality goals and rebuilding safe public transport for the future demands greater investment in more jobs staffing stations, assisting passengers, staffing trains and cleaning and maintaining transport infrastructure.

In the name of so-called 'efficiency', London Underground's cleaning is also outsourced to a US company called ABM. The contract was signed in 2017 and runs out in 2022. The contract contains a clause committing it to seeking to cut costs every year, while its performance measurement mechanism weights its success in cost

cutting four times more heavily than its performance in cleaning trains and stations. In cleaning contracts, typically, around 85-90% of costs come from labour, which means that the outsourcing companies can only generate efficiencies that create savings and profits by targeting staff costs. Figures published in July revealed that ABM have cut the Full-Time Equivalence (FTE) of cleaners working on the tube every year since 2017.

At the point when the Covid-19 crisis broke, London's Underground there were 139 fewer FTE cleaners working on the Tube, a reduction of six per cent.

RMT senior assistant general secretary Mick Lynch said that the reviews were an opportunity to confront the truth that's staring everyone in the face, that London needs public transport more than ever and that means proper public funding and investment to create more and better jobs.

"Safe public transport needs more people working in stations, more people helping passengers and monitoring safety on trains, more people working in cleaning and maintenance, and definitely not some toxic reversion to the austerity cuts and profiteering that got us here in the first place," he said. ■

RMT's submission can be read in full here: <https://bit.ly/2Qq6adk>

ABM contract year

FTE figure

September 17 2017 - March 31 2018	2,314
April 1 2018 - March 31 2019	2,245
April 1 2019 - March 31 2020	2,175
April 1 2020 - March 31 2021*	2,175

*Forecast

ACTION DEMANDED OVER VIOLENT TUBE ASSAULTS

RMT has demanded action from tube bosses over rising levels of violent assaults after another horrific incident at Warren Street Station last month.

The incident, which included severe levels of physical violence and the suspect forcing his way into the control room and continuing his assault, is the latest in a line of similar violent acts against tube workers.

An RMT study carried out earlier this year which involved more than 300 workers revealed that one in five station-based Tube workers have been physically assaulted, including being threatened with knives, suffering racial abuse and being shoved towards train tracks.

One worker told the union abuse was "a constant and common occurrence working on the Underground", while another said ticket inspectors were "regularly assaulted". RMT's research also suggested one in 10 Tube workers had been sexually harassed by

passengers.

Previous incidents include a well-documented and horrific assault at West Ham last year have heightened fears on the safety and security of staff in control areas but the latest shocking events have raised significant union concerns once again.

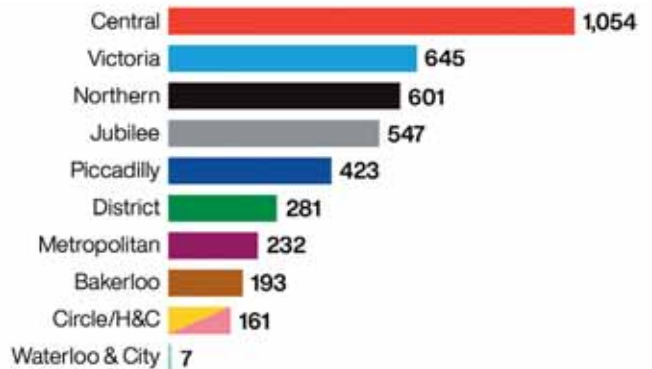
RMT senior assistant general secretary Mick Lynch said that there had been yet another serious assault on tube workers, this time at Warren Street, and the level and frequency of violent incidents appears to show no sign of slowing down.

"After this latest assault, and a serious breach of staff safety and security in working areas, LUL and the British Transport Police need to get a grip of this issue and provide our members with the safe and secure working environment they rightly deserve.

"RMT will continue to mount a high profile campaign to press LUL and the BTP over this critical issue," he said.



Sexual assaults on the London Underground
Apr 2015-Mar 2019



PA graphic. Source: Mayor of London

DHL JOBS SAVED AT EUSTON

With the support of members working for DHL at Euston RMT has reversed a decision by management to dismiss one member and suspend six others without proper disciplinary procedures being

adhered to.

Euston RMT branch secretary Kathy Mazur said that following the unanimous support of the workforce, the threat of industrial action and several meetings the company reinstated the

members and cleared their names.

"This successful outcome came about due to the joint leadership of our branch and local representatives, and our regional organiser as well as the support of our national

officers.

"This is proof that when we act in unity at all levels we succeed and Euston branch wishes to place on record, our appreciation to all," she said.



PROTESTS: Trade unionists in in Kolkata protesting against the privatisation of Indian railways

INDIAN WORKERS FIGHT RAIL PRIVATISATION

Rail workers' unions in India Rare planning indefinite strike action on over 100 train routes under consideration for privatisation by the government.

Demanding that the Bharatiya Janata Party-led (BJP) government rescind its plans to privatise Indian Railways, the Centre of Indian Trade Unions (CITU) has already been joined by other mass organisations for a two-day national protest in July.

Local protests have also been held in spite of restrictions on mobilisations due to the corona pandemic following the Railway Ministry's exercise for a competitive bidding process for selecting private entities for operating passenger train services at over 109 pairs of stations.

Opposition parties including Congress, Communist Party of India (Marxist), Communist Party of India, and other left parties

and Trinamool Congress have all denounced the privatisation move on many different grounds.

The government has been claiming that privatisation would raise money for the modernisation of the industry and would generate employment despite global evidence to the contrary over decades.

CITU general secretary Tapan Sen said that government claims of increased investment and employment generation had no meaning as the drainage due to the loss of revenue to the Indian Railways in these revenue-generating routes and high-speed trains will more than neutralise any supposed benefits.

He said that the employment lost due to privatisation of production units, the jewels of Indian Railways, in the railway workshops, and in the

maintenance units will be many times more than the employment created by the private players.

"Most of the jobs that will be created will be precarious jobs, not permanent jobs with decent wages and social security," he said.

All India Railwaymen's Federation (AIRF), the largest recognised transport trade union, has demanded that the government take steps to cancel the proposal to privatise 109 routes. AIRF has urged the railway board to cancel the bidding process threatening with an indefinite strike, while the affiliate trade union Bhartiya Mazdoor Sangh has observed a week-long protest demonstration across a handful of states.

"The two-day protest will be followed by a joint meeting of all central trade unions to decide upon the future course of action of the trade union movements on the

privatisation of railways and other anti-people policies of the BJP government," said AR Sindhu of CITU.

The South Central Railway Mazdoor Union (SCRMU) affiliated to AIRF has also held protest rallies across Telugu states opposing privatisation while backing an indefinite strike against the government's privatisation drive. Dakshin Railway Employees Union (DREU), affiliated to CITU, has also organised protests at railway stations in Kerala and Tamil Nadu.

In West Bengal, the Democratic Youth Federation of India (DYFI) held protest demonstrations across districts against privatisation and the removal of vacant posts in the railways.

The last major strike by railway workers launched by AIRF which continued for three weeks in 1974 is considered one of the largest ever railway strikes in Asia. ■

SSP LAUNCHES JOB CULL

Major UK rail caterer presses ahead with redundancies after soaking up taxpayer cash

RMT has demanded that jobs at rail catering company Select Service Partner (SSP) - owners of Upper Crust, Rail Gourmet, Burger King rail outlets and a range of other well-known brands – should be taken in-house as it presses ahead with redundancies of station outlet staff under the guise of the COVID-19 pandemic.

The company has chosen to not open the overwhelming majority of outlets and are keeping units closed based on the unsubstantiated view that there is little or no demand for them to open. The decision to keep the units closed was taken prior to any increase in passenger numbers or easing of restrictions.

The company has indicated they may open some units up in time but have refused to guarantee offering redundant staff their jobs back, a position that RMT finds outrageous.

RMT has put forward counter proposals to the company and not even received the courtesy of a response.

This decision has been taken in spite of the fact that the company is awash with money after soaking up taxpayer furlough cash. RMT says the scandal yet again exposes the brutal, profit-driven nature of outsourcing on the railway and reinforces the call for work to be brought in-house.

RMT research shows that in 2018 and 2019, SSP Group made a total profit of £416 million, profit from UK operations was £191 million, and it paid out a total of £346 millions in dividends to shareholders.

The numbers show that the company was making and stockpiling huge money pre-covid but has now chosen to throw its workers under the



bus rather than providing job security at a time of national crisis, highlighting again the scandal of privatisation on the railways.

RMT has also pointed out that SSP furloughed a large proportion of its staff, drawing funds from the joint HM Treasury and Bank of England Covid Corporate Financing Facility and got rent payment holiday for outlets at Network Rail managed stations – soaking up substantial public funds and benefits and yet still ploughing ahead with redundancies to keep company shareholders happy.

RMT senior assistant General Secretary Mick Lynch said that the union was appalled that SSP was refusing to even try and re-open food

outlets and protect jobs despite many other companies attempting to do so.

"The company intends to get rid of the workers who have made good profits for the company over the years through their labour rather than standing by them through more difficult times. This is in spite of the fact that SSP received huge sums in taxpayer support and benefits during the pandemic

"The latest developments also reinforce RMT's demand that train operating companies who outsource on train catering to SSP owned Rail Gourmet immediately bring these workers in house to protect them from the SSP meltdown," he said.



SSP Group finance table

SSP Group PLC

Year	Total revenue	Underlying profit	Revenue from UK operations	UK profit	Dividends
2019	2,794,600,000	221,100,000	840,500,000	101,800,000	200,800,000
2018	2,564,900,000	195,200,000	798,100,000	89,500,000	145,800,000
Total	5,359,500,000	416,300,000	1,638,600,000	191,300,000	346,600,000

SEAFARERS MINIMUM WAGE VICTORY

RMT's long standing campaign to extend the basic protections in the National Minimum Wage Act 1998 to seafarers has finally resulted in a change to the law in favour of seafarers.

Following on from the commitments given by the Shipping Minister in the House of Commons in June last year, RMT maintained pressure for legislation in line with the recommendations of the Legal Working Group on Seafarers and the NMW.

Despite missing repeated deadlines, the government finally published the draft secondary regulations in May 2020. RMT was satisfied that they were in line with what was agreed in the Legal Working Group and briefed the Labour frontbench in the Commons

and the Lords. The regulations were passed at the end of June and will come into law across the UK next month.

Applying NMW protections for seafarers on domestic merchant shipping routes, including the offshore energy sector is of course a modest success in the context of the 'low cost' crewing model on international routes but it will bring an estimated 13,000 ratings of all nationalities working in the UK shipping industry into scope of UK employment law.

RMT is seeking a meeting with the relevant government departments to ensure that enforcement of the amended legislation is applied and seafarers no longer continue to be exploited on the rates of pay highlighted in recent years

in all sectors of the shipping industry.

In the debate of the regulations in the Commons, the government rejected RMT's proposal, put forward by Labour's shadow Shipping Minister Mike Kane MP to reconvene the Legal Working Group to look at applying the National Minimum Wage and wider employment protections for UK ratings working on international routes from UK ports which are not covered by this reform.

RMT will now focus its work on increasing UK seafarer employment and training on international routes in the Department for Transport's 'Maritime Restart and Recovery Group,' which has been established in response to the impact of Covid-19 on

shipping and maritime as a whole. RMT, Nautilus and Unite are all represented on this Group.

RMT assistant general secretary Mick Lynch said that the fight would go on for stronger, comprehensive employment protections for all seafarers working from UK ports.

"Despite the restrictions on physical campaigning under the SOS 2020 banner, RMT is maintaining the political and industrial pressure on the government to regulate shipping companies and crewing agencies that profit from seafarer exploitation in our ports and waters and to dramatically increase the number of UK ratings at work and in training," he said.



JOBS ASSAULT ON KEY CHANNEL ISLAND FERRIES

RMT has called for the UK, French and Channel Island governments to work together to draw up a rescue package for Condor staff after the company announced a jobs cull.

RMT senior assistant general secretary Mick Lynch said that the rhetoric around seafarers being key workers needed to mean something.

"The new owners, Brittany Ferries and Columbia Threadneedle, must step in and provide certainty for the future here.

"These are jobs on lifeline freight and passenger ferries registered on Flags of Convenience that were subject to exploitative pay before the pandemic and cannot be allowed to be permanently lost to UK seafarers.

"Condor has consistently refused to access UK government support for their seafarer and docker staff in the UK during the pandemic and have made large scale redundancies – they are now threatening to cut into muscle and bone.

"We call on the UK Shipping Minister, Kelly Tolhurst MP to reach out to her counterpart in the French government and work with the Channel Island administrations to draw up a rescue package for Condor Ferries staff and passengers," he said.

The call follows industrial action in St Malo by redundant French stevedores who vowed to stop any ferry from offloading in the port until all 32 employers had their roles reinstated. ■

Do you know
there's a Citizens Advice
for seafarers and
their families?



Free and confidential advice on debt,
benefits, housing & family issues

0800 160 1842
advice@sailine.org.uk
www.sailine.org.uk

STOP SOCIAL DUMPING IN LIVERPOOL

RMT has written to the Shipping Minister, Kelly Tolhurst MP demanding government action over the lack of jobs for British ratings and the crew change crisis on ACL's five state of the art roll-on roll-off container ships working trans-Atlantic routes from Liverpool port.

The ACL fleet was registered in the Port of Liverpool from 2016, when the Atlantic Sea was christened by Princess Anne, the first in Liverpool for fifty years. Yet ACL has re-flagged one of its sister ships Atlantic Sky to the Maltese register – a Flag of Convenience and the biggest shipping register in the EU. ACL's owners Grimaldi Group has warned that the rest of the ACL G4 ships on the Red

Ensign are also likely to be re-flagged.

The International Transport Workers Federation (ITF) also issued a warning to ACL over the failure to repatriate largely Filipino crew when the ships are docked in Liverpool and crew are being worked beyond their nine month contracts.

All ratings on the ACL fleet in question are paid below the UK National Minimum Wage and many have been working at sea periods well beyond the legal maximum of 11 months stipulated in the Maritime Labour Convention.

In the letter to the Shipping Minister RMT general secretary Mick Cash said that one of the key causes of foreign seafarer exploitation and exclusion of

UK Ratings is the lack of requirement to employ UK seafarers on the Red Ensign.

"Indeed, the UK Ship Register continues to present this to shipowners as one of the advantages to registration. This must change, and quickly.

"This tale of the shipping industry co-opting national registers to ride roughshod over seafarers' rights, UK Ratings jobs and the needs of workers in the port cities and towns of an advanced island economy is all too common," he said.

The union said that the government must take the following actions, inside the Maritime Restart and Recovery Group and beyond to tackle these injustices:

- Demand ACL commit to

UK Ratings jobs on their UK registered fleet.

- Demand the Port of Liverpool tackle the crew change crisis.
- Introduce UK seafarer employment requirements on the Red Ensign.
- Ban nationality based pay discrimination against non-UK seafarers.
- Train thousands more UK Ratings over the next two years.

"RMT remain committed to the DfT's Maritime Restart and Recovery Groups but the mess in our maritime industry illustrated at ACL must be sorted out to the benefit of Ratings in the UK and our battered skills base," said Mick Cash. ■

RMT VISITS PNTL MEMBERS

RMT national secretary Darren Procter and regional organiser Daren Ireland recently carried out a workplace visit to members employed by Pacific Nuclear Transport Limited (PNTL) which has the most experienced nuclear transport crews in the world.

Due to social distancing RMT had to meet the crew located in Barrow-in-Furness in shore side facilities in small groups and an industrial update was given by Daren Ireland.

Darren Procter gave an overview on the importance of health and safety in the workplace and the importance of pension understanding and the unions campaign on pensions.

There are three vessels in the current fleet consisting of Pacific Heron, Pacific Egret and Pacific Grebe. ■



DISABLED MEMBERS SPEAK OUT

I DON'T LET TOURETTE'S RUN MY LIFE

RMT member Philip Houston talks about living with Tourette syndrome

I have worked on the railway for thirty years and I am now an Off-Track Assets Inspector at Network Rail. A few years after I started, I began making vocal sounds without meaning to, and in 1994 I was diagnosed with Tourette syndrome.

My Tourette's 'brain wiring' will have been present when I was younger, but it was only later that something triggered the tics. My nephews have Tourette Syndrome: one has swearing tics, one has twitches (known as motor tics).

My vocal tics are different in different situations. Sometimes I don't even know that I'm doing it. Sometimes I involuntarily say what my plans are for the next day.

At work, I have a routine. My inspections are set out every nine miles. I know what I am doing every week and I don't like it if my employer changes my routine.

People think Tourette's is just about tics, but it is also about things like how I organise my life and the environment around me. Management have had to accept that I need my desk to be arranged the way I like it and for others not to mess it up.

Sometimes, if I have a word on my mind I will say it involuntarily, and if people don't know I have Tourette's they can misunderstand my intentions.

In the past, some



workmates mocked me behind my back. It upset me, but some other workmates got together and tackled them about it.

My workmates now are fine, and I have worked with the same bunch of people for years. If I moved to a new job, then I might be a bit anxious, but I am confident enough to tell them about my Tourette's.

It would be better if everyone was taught about Tourette's, so I don't have to teach everyone I meet! After I

was treated badly on a flight several years ago, the holiday company now trains all its cabin crew about Tourette's. Perhaps other transport companies could do that too.

I don't let it run my life. Tourette's itself doesn't cause me a problem. Sometimes other people's behaviour does, and sometimes structural barriers such as routine changes do.

I love being active in RMT, and when I am focusing on my union activity, my tics stop! ■

RAIL MENTAL WELL-BEING SURVEY LAUNCHED

The Rail Safety and Standards Board (RSSB) launch industry-wide mental wellbeing survey to understand mental ill-health and the impact that Covid-19

Working in the rail industry can be immensely rewarding, but also comes with challenges. RSSB knows that many staff experience violence at work, are exposed to fatalities and other traumatic events, along with antisocial working hours and demanding environmental conditions.

In partnership with the University of Surrey, RSSB is undertaking a cross-industry workforce mental health survey to examine working conditions and the prevalence of mental ill-health. This survey is the first of its kind.

Currently there is no validated industry-specific data that indicates how common mental ill-health is in the workforce or the relationship

with workplace psychological hazards. This data is key to inform the industry's health and wellbeing strategy, allowing for targeted interventions to support those most at risk. Awareness of

hazards which present the greatest risk will allow companies to prioritise the prevention of exposure where possible. Where prevention is not possible, the data will support investment in appropriate controls. The data will provide a baseline for industry, allowing us to assess the effectiveness of industry initiatives.

Completing the survey gives you the chance to tell us about your mental wellbeing and experiences at work, including the impact of Covid-19, enabling us to understand how the industry can support staff better. It takes about 15 minutes to fill it in.

The results will be used to make improvements to the management of mental wellbeing and psychosocial hazards across the rail industry. The survey is anonymous, and

no personal data linking you to your answers will be collected. The RSSB is an independent not-for-profit company limited by guarantee, which was established in 2003 upon the recommendation of the public inquiry into the Ladbroke Grove rail crash.

The survey is now open until December 23.

You can complete the survey online at https://surreyfahs.eu.qualtrics.com/jfe/form/SV_9XivVXrt1jxLLG5

When you click on the link you will be given more information about the survey and your rights as a respondent. If you have any questions about the survey, please get in contact with RSSB by emailing michelle.o'sullivan@rssb.co.uk.



ON THE FRONT LINE: CCTV captures the moment when a railworker intervenes in a suicide attempt



A Better,
Safer
Railway



Investor in
Customers
Silver 2020

RIGHT TO WITHDRAW FROM THE POLITICAL FUND

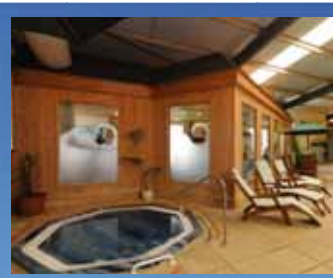
In accordance with section 84A of the Trade Union and Labour Relations (Consolidation) Act 1992 we are obliged to inform, on an annual basis, any member who joined the Union on or after 1 March 2018 that they are entitled to choose to withdraw their contributions to the Union's Political Fund if they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

However, notwithstanding the Union's position, if you wish to withdraw your contribution to the Political Fund you need to submit a withdrawal notice making clear you no longer wish to contribute to the Union's Political Fund. In this notice you should set out who you are, what your address is and what branch you are in. You can submit the withdrawal notice either by delivering it by hand to the Union's head office or your branch office or by emailing info@rmt.org.uk. The Union will then action your request. You can also ask us to provide you with an electronic version of a withdrawal notice for you to complete to facilitate your withdrawal and we will do this immediately if you email info@rmt.org.uk.

CROYDE BAY CALLING

RMT members get five per cent off for holidays at this trade union-owned holiday resort in beautiful North Devon

After the government reduced VAT for holidays, Croyde Bay has also decided to pass on the savings to all new and existing bookings!



UNISON Croyde Bay Holiday Resort and conference centre
01271 890 890 and www.croydeunison.co.uk

For five per cent discount quote 'RMT' plus your membership number

RMT union app

Packed with exciting features the new app allows you to update your personal details, follow all the latest news, campaigns and events and keeps you in contact with the union and your branch.



Download on the
App Store



GET IT ON
Google Play

RMT APPLICATION FORMS GO DIGITAL

To streamline our application form processes and to minimise personal contact during the COVID19 pandemic RMT have reproduced all our application forms in a digital PDF format.

RMT application forms can now be downloaded from the RMT web site and completed completely on screen and emailed back to us. These forms can also be partially completed, saved and forwarded to others for full completion, e.g. your branch secretary. This process avoids postage, unnecessary contact and speeds up the whole process. These are industry standard enabled PDF

documents that have auto formatting and validation to help completion. These documents are completely consistent across all computers and platforms, very small in file size (for emailing) and only require Adobe Acrobat Reader software which is a standard software on the vast majority of computer operating systems. If you do not have Adobe Acrobat Reader it is a free download from

Adobe.com and is totally safe and secure. We would encourage members to use these forms digitally but if members still prefer to complete by hand these documents can be printed out, completed and posted in the traditional way.

Forms are downloadable from rmt.org.uk/member-benefits/benefit-forms/

HOW TO COMPLETE THE RMT PDF FORMS

1. Download the required PDF form from rmt.org.uk/member-benefits/benefit-forms/ and save to your computer.
2. Open with Adobe Acrobat Reader (this should be the default software for this file)
3. Enter the required data in the entry fields (usually highlighted in blue). You can use the 'tab' key to jump to the next field.
4. Once the required fields are completed you can sign the form using the following process...
 - a. Click on 'Fill & Sign' in the Tools pane on the right.
 - b. Click 'Sign', and then select 'Add Signature'.
 - c. A popup will open, giving you three options—Type, Draw, and Image. You can either use the draw function or place an image if you have your signature scanned in. Once you're done, click the Apply button.
 - d. Drag, resize and position the signature in the correct space inside your PDF file.
5. Save file, then if completed send the PDF via email to c.sharpe@rmt.org.uk or forward on if more than one person is required to complete the form.

Please note: If you are having problems please make sure you have the latest Acrobat Reader installed (available free at adobe.com). Remember, these forms can also be printed out and completed by hand if preferred.

The form is titled "RMT NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS Application for Retirement Benefit (Rule 18)". It includes a "FORM F3" label in the top right corner. The form is divided into several sections:

- Please read the conditions for payment below carefully before completing this form:** This section lists conditions for payment, including "Normal age retirement" and "Retirement on health grounds (sickness)".
- TO BE COMPLETED BY THE BRANCH SECRETARY/ORGANISER:** This section includes fields for "Member's Signature", "Date Joined Union", "Date Joined Disablement Fund (if applicable)", "National Insurance No.", and "Date of Retirement".
- FOR H.O. USE:** This section includes fields for "Benefit Payable" (years at £2 per year), "SACD Flat", and "Total £".
- DOCUMENTS TO BE ATTACHED:** This section includes fields for "Cheque No.", "SACD Flat", and "Checked by".
- TO BE COMPLETED BY THE MEMBER:** This section includes fields for "Present Age", "Date of Birth", "Occupation prior to retirement", "Date Retired", "Current Address", "Post Code", "Tel", and "Email".
- Declaration:** A section for the member to declare that the information given is true and correct.
- Signature and Date:** Fields for the member's signature and the date.
- Bank Details:** Fields for "Name of bank", "Branch", "Sort Code", and "Account Number".

REMEMBERING BLACK LIVES

Barry West has researched the lives of three nineteenth century black men buried in Cornwall

For the past 15 years RMT regional organiser Barry West has tended for the graves of three African slaves who are buried in Cornwall.

Barry has been regularly checking the graves of Evaristo Muchovela, Philip Scipio and Joseph Emidy to ensure that age has not weathered the headstones.

"I've laid flowers at all three locations over time in remembrance and to help to bring attention to their presence so that others can be drawn to them and hopefully read the inscriptions.

"I have for many years been wanting to find out more about them, their journeys their lives and there is still more to do and to uncover or understand," he said.

While Joseph Emidy is renowned for finding fame as the leader of Truro Philharmonic Society and celebrated composer, the other men aren't so well known.

EVARISTO MUCHOVELA

In 1838, a miner Thomas Johns from the Cornish village of Porkellis was working in Rio de Janeiro when he bought a seven-year-old slave boy, Evaristo Muchovela, originally from Mozambique.

However, the papers at the time of his death recorded that Evaristo was a native of Guinea, which is over 3,000 miles away.

When illness drove Johns home in 1860, he offered Evaristo the choice of staying in Brazil as a free man or coming to Cornwall to live with him as a paid servant.

He chose to come to Cornwall but soon afterwards, in January 1861, Johns died of tuberculosis.

Alone in a foreign country he worked for cabinetmaker William Wales in Redruth, who considered his apprentice a first-class employee. There are records of him being a "well-known French Polisher".

Just seven years later,



Evaristo also succumbed to tuberculosis and was buried in his former master's grave in Wendron.

The inscription reads:

Evarista Muchovela
Born in Mozambique South Africa
Died at Redruth February 19th 1868

Aged 38 Years
Here lie the master and the slave
Side by side within one grave
distinction's lost and caste is o'er,
the slave is now a slave no more.

PHILIP SCIPIO

Philip Scipio was a servant of African origin, buried in the parish of Werrington, near Launceston.

The memorial in

Werrington had been illegible and largely forgotten for the past ten to 15 years and no doubt for as long as anyone can remember.

Therefore Barry set about cleaning it and recording the details that were inscribed and said that now would be a fitting time to share it.

The original site of the parish church of St Martin was in Werrington Park but it was rebuilt in 1742 on a new site where it sits today with many original headstones.

For many years Philip's memorial stone was used as a paving stone. It has since been set in the wall of the church as a more fitting location to remember the young man.

He was at one time the slave of the Duke of Wharton but later became what might be best described as a personal assistant to Lady Morice.

The inscription unusually bears no date. Some believe he was buried in 1742 or 1743. In some references it says Philip was buried on September 10, 1784 and was described in the church register as 'a black servant to Lady Lucy Morice' and just 18 years old when he died.

The memorial reads:

Deposited here are the remains of Philip Scipio servant to the Duke of Wharton

Afterwards to Sir William Morice An African whose qualities might have done honour to any nation or climate and give us to see that virtue is confin'd to no country or complexion.

Here weep uncorrupted fidelity and plain honesty in a pious regard to which virtues approved by a brother and a husband. The Right Hon Lady Lucy Morice

Hutchins and they went on to have a large family. He eventually became one of the most respected musicians of his time.

On his death in 1835 he was described "as an orchestral composer, his sinfonias may be mentioned as evincing not only deep musical research, but also those flights of genius".

What is known of Emidy's life comes largely from the autobiography of one of his students, the anti-slavery politician James Silk Buckingham who described Emidy's work as an 'achievement of extraordinary perfection'.

Between 1832 and 1836 Buckingham served as MP for Sheffield. He was a strong anti-slavery advocate and for social reform, calling for the end of flogging in the armed services, abolition of the press-gang and the repeal of the Corn Laws.

Inscription on Josh Emidy's headstone:

HERE LIE DEPOSITED

The mortal remains of Mr Josh Antonia Emidy

Who departed this life, On the 23 of April 1835

AGED 60 YEARS

And sacred to whose memory This tribute of affection is erected By his surviving family.

He was a native of PORTUGAL Which country he quitted about forty years since and pursuing the Musical Profession, resided in Cornwall until the close of his earthly career.

Devoted to thy soul-inspiring strains,

Sweet Music! Thee he hail'd his chief delight

And with fond zeal that shunn'd nor toil nor pain

His talent sear'd, and genius mark'd its flight

In harmony he liv'd, in peace with all

Took his departure from this world of woe,

And here his rest, till the last Trumpet's call,

Shall 'wake mankind to joys that endless flow.

■

JOSEPH EMIDY

Another interesting and important memorial amongst the lush undergrowth of Kenwyn Church yard is that of Joseph Emidy who died in 1835.

He was born in Guinea, and abducted as a child then sent to Brazil and later Portugal, where he learnt to play the violin.

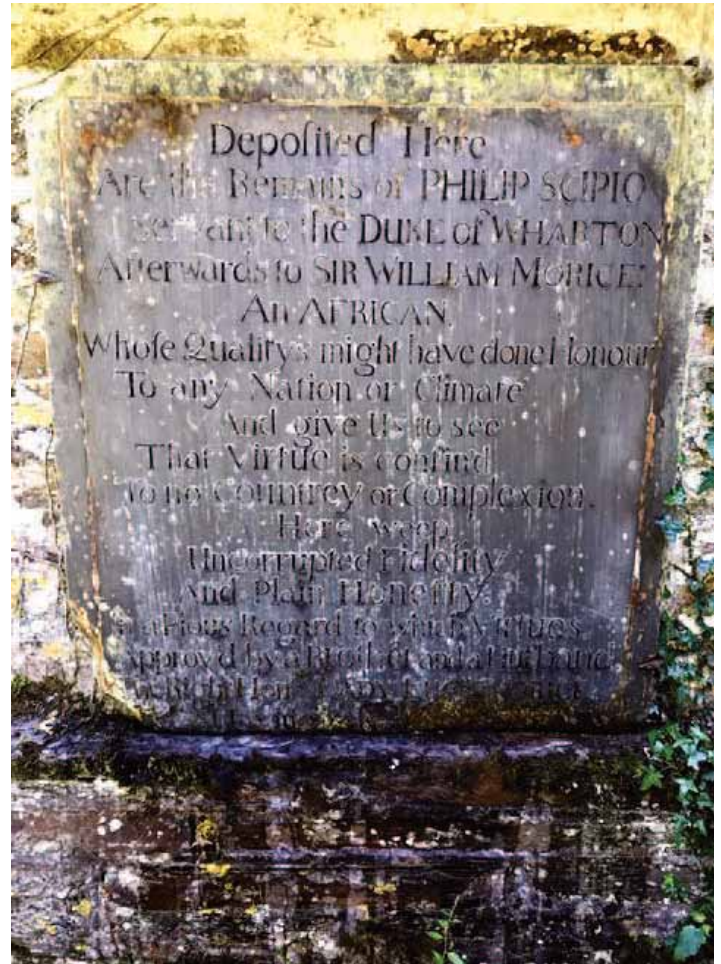
Sir Edward Pellew, a career naval man admired him and press ganged him into providing musical entertainment for his entertainment and crew.

After four years of forced labour Emidy was abandoned in Falmouth.

Fortunately he was able to make a living as a music teacher and by playing at local events and concerts.

He lived for some of his life in Cornwall composing and teaching music, and playing in orchestras in Truro and Falmouth.

In 1802 he married Jennifer



1920 BLIND MARCH: A CENTENARY TO CELEBRATE

RMT national disabled members' advisory committee chair Janine Booth tells the story of the Blind March



One hundred years ago, two hundred and fifty blind people from across the UK marched from Newport, Manchester and Leeds to London in protest at poverty and poor working conditions.

Setting off on April 5, the marchers arrived in London twenty days later and rallied in Trafalgar Square along with ten thousand supporters. The march was very much a labour movement event, organised by a trade union called the National League of the Blind (NLB) and its rally addressed by trade union and Labour leaders.

The marchers refused to leave London until Liberal Prime Minister David Lloyd agreed to meet them, which he eventually did on April 30. Under the pressure of the march, Parliament passed the 1920 Blind Persons Act requiring local authorities to provide for the welfare of blind people and lowering the retirement age for blind (male) workers from seventy to fifty.

Following the awful carnage of the First World War, there were many blind and disabled people in Britain. Despite being promised a 'land fit for heroes', many found

themselves unemployed, begging, or in low-paid, super-exploited jobs in charity workshops. By the NLB's estimate, over half of the thirty-five thousand blind people in the United Kingdom lived in poverty.

When the War finished, the NLB held a large gathering in Trafalgar Square and disrupted a Parliamentary session in 1919. But Parliament refused to legislate to improve the welfare of blind people, voting down a Bill proposed by Labour MP Ben Tillett. So the NLB stepped up its campaign by calling the march.

The marchers – all civilian men, as the NLB barred women and ex-soldiers from taking part – were accompanied by music played on trumpets and drums. They demanded better education, more work opportunities and a financial grant to all blind people, and carried banners with the slogan 'Social justice not charity'. They marched arm in arm and four abreast, and some held on to a rope. Sighted guides marched with them and shouted and whistled to direct them. Trade unions and co-operative societies provided overnight

accommodation for them along their route.

Despite not meeting all the march's demands, the Blind Persons Act did deliver significant progress. The NLB remained concerned that local councils would implement the Act by contracting-out their services to the very charities that the marchers were protesting against, and had little confidence in the government's commitment to better their welfare. It continued to organise blind workers to fight for their rights.

The issues that the marchers tackled are still with us today. Only a third of registered blind and partially-sighted working-aged people are in paid work, and nearly half describe their financial situation as 'just getting by' or worse – and that was before recent economic hard times.

Disabled workers are paid on average fifteen per cent less than non-disabled people and only around half of working-age disabled people are in work. [TUC, 2019]

We have many workers in our industries who have visual or other impairments. Employers' actions and workplace barriers keep them in lower-paid jobs or threaten their job security. The Covid-19 pandemic will not only create more disabled people, it will also threaten the jobs and livelihoods of people who already face more than enough obstacles – unless we fight back effectively.

The 1920 Blind March gives us some ideas of how to do this. It teaches us to think of disabled people not just as victims of oppression but as fighters against it. It also shows that we win progress through mobilisation rather than pleading and that disabled people's struggles and workers' struggles march powerfully together. ■

RMT CALL FOR JUSTICE FOR ALL SEAFARERS ON MERCHANT NAVY DAY



Union calls on the government to stem the decline of UK ratings in the shipping industry

RMT stated support for Merchant Navy Day 2020 organised by the UK's biggest seafarer charity Seafarers UK in the midst of the ongoing crewing crisis caused by the Coronavirus pandemic and affecting over 300,000 merchant seafarers worldwide.

Since 2000, Merchant Navy Day has taken place on September 3 to honour the brave men and women who helped our country stay afloat during both World Wars. The day also celebrates dependence on modern day merchant seafarers who are responsible for over 90 per cent of the UK's imports, including almost half the food we eat, plenty of the fuel we rely on and virtually all the products and goods we tend to take for granted.

Since the start of the Covid-19 pandemic in March, hundreds of thousands of merchant seafarers across the world have been left stranded on ships and kept working beyond the end of their contracts. In many cases, this continues to result in seafarers working beyond the 11 month

maximum stipulated in the ILO Maritime Labour Convention.

RMT senior assistant general secretary Mick Lynch said that it was a time to remember the sacrifice of merchant navy seafarers of the past as part of the annual Merchant Navy Day celebrations.

"But this year, those celebrations are muted by the Coronavirus' devastating impact on merchant seafarers from Southampton to Singapore who continue to slog their guts out to keep medical supplies, food, passengers and trade flowing.

"The pandemic has shredded the health and rights of hundreds of thousands of seafarers and we must reform the global shipping industry to outlaw employers' callous disregard for seafarers, starting with all those sailing under the Red Ensign," he said.

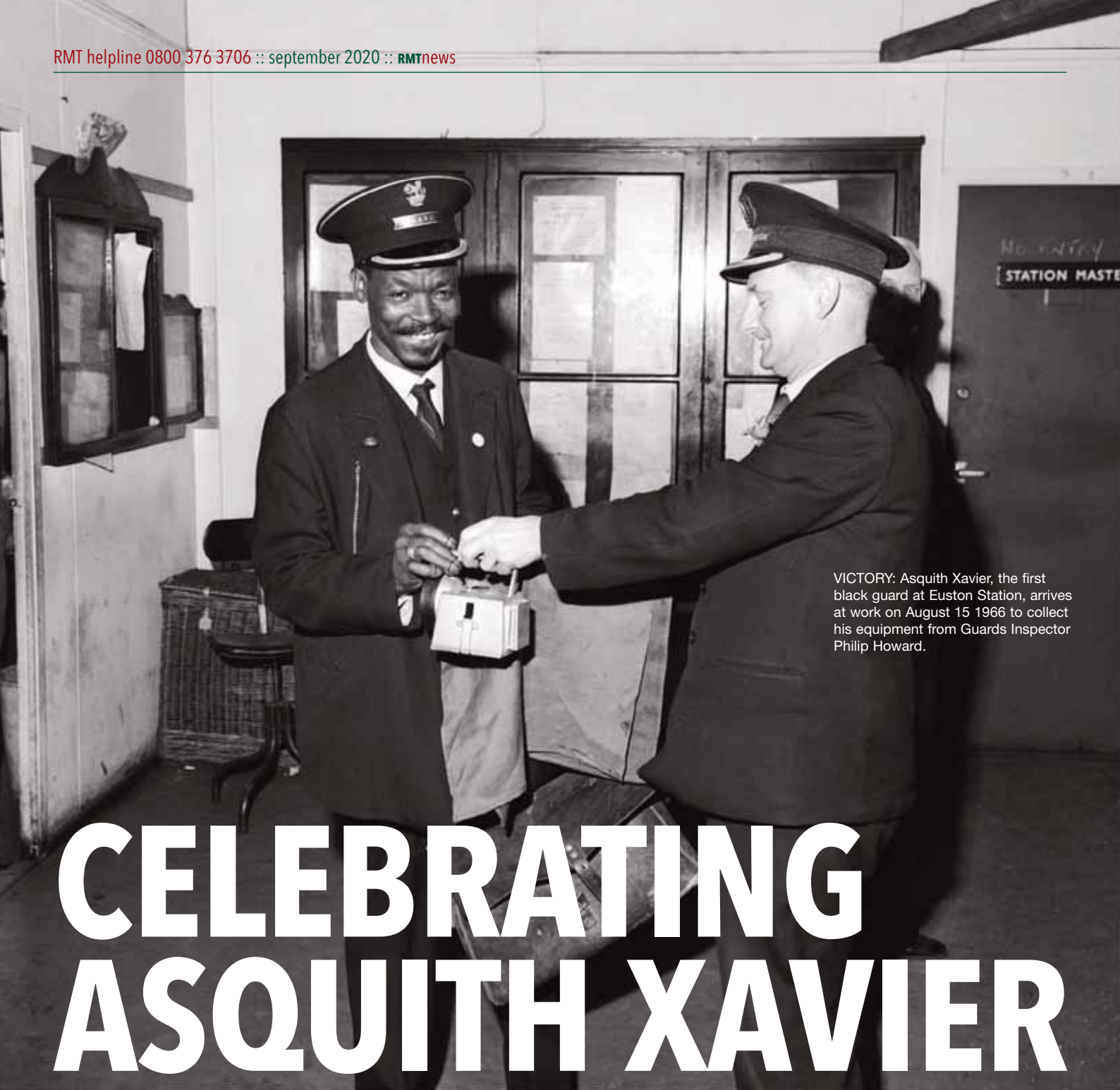
RMT organises over 4,000 merchant seafarer Ratings and is a trustee of Seafarers UK and fully supports Merchant Navy Day every year.

The union has also called on the government through

the SOS 2020 campaign to step up the fight for the future of our seafarers. The year 2020 was selected as this is when thousands of the UK ratings working today will retire and the government cannot let the industry get away with engineering the extinction of UK ratings, from which they would stand to profit.

Unregulated competition and the growth of Flags of Convenience over the last 30 years have seen UK seafarers in the merchant navy steadily replaced by non-UK seafarers, on lower rates of pay. In the early 1980s there were 30,000 UK ratings in the Merchant Navy. However today UK ratings are in decline and this does not account for the job losses and social dumping on Offshore Supply Vessels in the North Sea since then.

According to the UK government's seafarer statistics published in December 2019 (Table SFR0303), 9,140 UK ratings were employed in the UK shipping industry – under 20 per cent of the total number of ratings in the industry. ■



VICTORY: Asquith Xavier, the first black guard at Euston Station, arrives at work on August 15 1966 to collect his equipment from Guards Inspector Philip Howard.

CELEBRATING ASQUITH XAVIER

Plaque to remember National Union of Railwaymen member Asquith Xavier to be unveiled at Chatham station in Kent

Asquith Xavier, the man who broke the colour bar at Euston station with the help of his union back in 1966, will be celebrated in his home town of Chatham in Kent this month with the unveiling of a plaque on platform one of the local train station.

The colour bar at Euston station was finally defeated on August 15 1966 when the West Indian guard was finally

allowed to start work after initially being refused a job.

Asquith Xavier was 46 and had come to Britain from Dominica, the largest of the Windward Isles in the eastern Caribbean as part of the Windrush generation. He had started work for British Railways in 1956 as a porter, working his way up to rail guard at Marylebone station. However, following the closure

of the Marylebone main line as part of the Beeching rail cuts, guards were no longer required and were being transferred to stations like Euston.

However Mr Xavier, an experienced guard, received a letter telling him that he had been rejected for a job at Euston. Mr Xavier showed the letter to local National Union of Railwaymen official at

Marylebone James Prendergast. Known as Jimmy, Prendergast was a life-long anti-fascist who had fought in Spain against fascism and in the RAF against Hitler's Luftwaffe.

Jimmy knew that fellow NUR member Tony Donaghey – who was to become RMT president many years later – had been offered a guard position at Euston. When Tony

was informed by Jimmy about this blatant racism and the treatment of his friend Asquith he withdrew his application in protest and took up a guard's position at St Pancras.

Jimmy led a local delegation to the union's headquarters at Unity House over Asquith's situation and NUR general secretary at the time Sid Greene contacted the British Rail Board about the racist policies being practised in their name which had been a longstanding problem.

As far back as on June 20 1961 The Communist Party newspaper *The Daily Worker* reported that the South Paddington Labour Party had requested that BR investigate a ban on employment of coloured workers at Paddington Station.

Jimmy Prendergast also leaked the latest example of the colour bar at Euston to a sympathetic journalist on Fleet Street, resulting in a national scandal which forced British Railways to announce that after negotiations with local leaders of the National Union

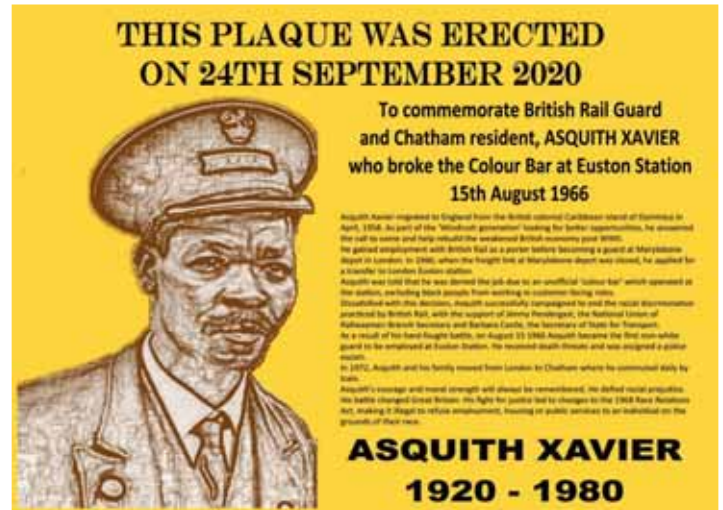
of Railwaymen that no grade would in future be closed on racial grounds anywhere in the London division.

After Asquith took up his duties in 1966 an inquiry into discrimination found that colour bars were in place in several London stations from Camden to Broad Street and BR promised to lift these as well.

But the victory also led to the 1968 Race Relations Act and the creation of the Commission for Racial Equality.

The first Race Relations Act passed in 1965 made it illegal to "refuse anyone access, on racial grounds, to public places such as hotels, pubs, restaurants, cinemas, public transport or any place run by a public authority". But the legislation did not apply to the workplace.

Following the Asquith case, a new Race Relations Act made it illegal to refuse housing, employment or public services to people because of their ethnic background.



Draft of the plaque to be displayed at Chatham station

Presenting the Bill to Parliament, then Home Secretary Jim Callaghan said: "The House has rarely faced an issue of greater social significance for our country and our children".

In 2016, to mark the 50th anniversary of the ending of the Euston colour bar, a plaque was unveiled by Asquith's family at Euston station including his son Robertson and daughter Maria.

They thanked the union for

standing with their father against racial discrimination at a difficult time.

"It was a fight that had to be fought and my father's union stood by him and we are eternally grateful for that," said Robertson.

Today the local RMT Medway branch has teamed up with the local trades council to assist the family in getting a plaque erected in Chatham station. Local RMT rep for Conductors at Gillingham, Paul Dennis made enquiries to Southeastern about getting involved and local Labour Councillor Vince Maple approached Network Rail for help.

Happily RMT, Network Rail and Southeastern are now working together to create a suitable memorial to Asquith's struggle against racism.

Tony Donaghey said that the union can also be proud of the role it played in exposing and defeating racism in the rail industry.

"Asquith was my mentor at Marylebone and he taught me a lot as a young man coming into the industry and he deserved to be treated with respect.

"I would also like to pay tribute to Jimmy Prendergast, when he saw injustice he was very determined and he wouldn't take no for an answer when defending his members regardless of their colour or creed," he said.



TOGETHER: Former RMT president Tony Donaghey with Maria and Robertson Xavier at the Euston station ceremony in 2016.



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LEGAL

LEGAL VICTORY AT SOUTHEASTERN



Member found to have been wrongfully dismissed for helping a member of the public

An RMT member was successful in his claim for unfair and wrongful dismissal for issuing a ticket without authorisation in an effort to help a passenger whilst performing a customer service role.

The member had been nominated for and reached the final of the employer's "Rail Staff Awards" in 2016 and 2017 due to his good customer service.

The member was subsequently dismissed due to allegations that he entered a ticket office without permission, when the clerk on duty was not present, then issued a ticket from a ticket machine which he did not have authority to do.

During the dismissal process the member stated that he did have authorisation to be in the ticket office, but accepted that he did not have authorisation to issue that particular ticket.

The member stated that he was very sorry but wanted to help the passenger and had always done what he could to give good service. Accordingly the RMT Legal Department provided in-house support and

represented the member in a claim including unfair dismissal and wrongful dismissal, and the matter reached a hearing at the Employment Tribunal.

At the hearing, the Tribunal found that the company made a number of errors in the dismissal process, namely that the employee did have authorisation to be in the area and that the dismissing managers did not take account of the contrition shown and that he would act differently in future.

Moreover the dismissal was found to be outside the range of reasonable responses. Whilst the Tribunal agreed that the member's actions constituted misconduct and warranted at least a warning they found the matter to be outside the reasonable range to dismiss.

The Tribunal found that the member motive was to assist a member of the public, albeit misguided, and that there was clear contrition and acceptance he should do differently in future. The Tribunal found that there was no dishonesty, no loss and no mal-intent on the part of the member.

Whilst the Tribunal found that there was misjudgement on the member's part, any concerns about the misjudgement could have been addressed through coaching. The Tribunal found that the member's colleague who left the ticket office open and unlocked was at least as culpable, yet his penalty was reduced to a first warning on appeal.

The fact that his colleague was not dismissed confirmed that dismissal for the member was outside the range of reasonable responses. The Tribunal found that the reason the company considered the matter more serious was based upon the errors that they themselves had made in the process and that dismissal was unreasonable. Accordingly the Tribunal found that the member has been unfairly and wrongly dismissed. The member was therefore awarded the full statutory cap of one year's pay, which in this instance was £25,960.02.

This is an important case as it emphasises that employers are obligated to conduct a fair review of all evidence and statements available to them

and to not only take into account that which suits their decision.

Furthermore it represents a real victory for the RMT Legal Department, as it shows that 'range of reasonable responses' arguments, which are often difficult, can be successful in the right circumstances.

RMT senior assistant general secretary Mick Lynch said the case shown, once again that transport workers should not go to work without the legal protection that RMT membership can bring.

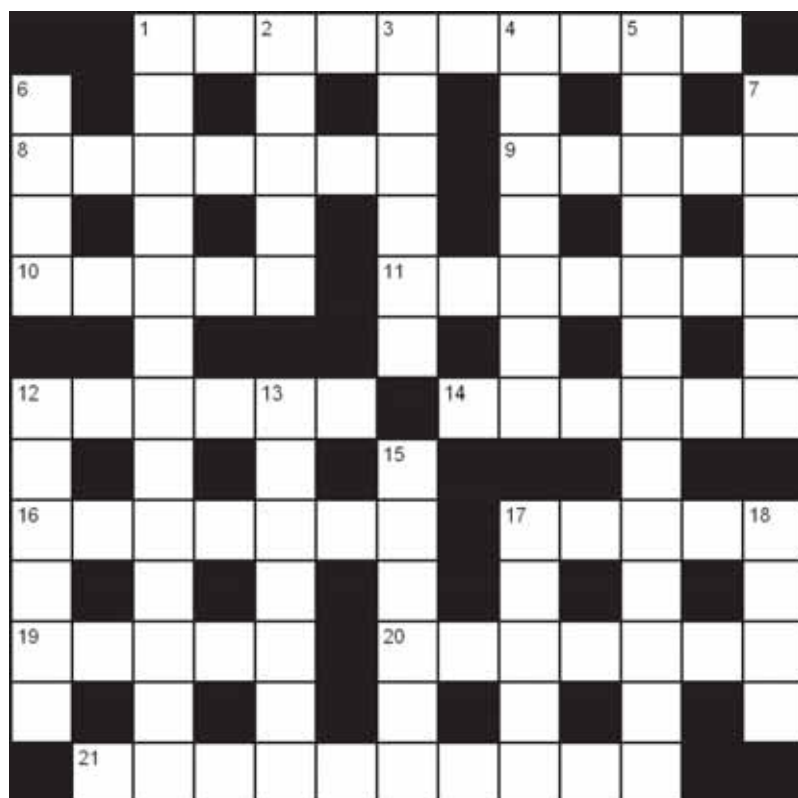
"Throughout this unfortunate case it is quite clear that our member did everything he could to help a member of the public and bore no malice to the company or was seeking financial gain.

"Although it appears that natural justice has been done this would not have been the case without trade union representation from the very start.

"Moreover the employer may have learned a lesson how to treat loyal staff whose only motivation seems to have been was to serve the public," he said. ■

KINGS CROSS BRANCH NOMINATES WAYNE MOORE FOR THE NATIONAL EXECUTIVE COMMITTEE	WILLESSEN RAIL BRANCH NOMINATE WALE AGUNBIADÉ FOR THE LONDON AND ANGLIA REGION NEC ELECTION	GLASGOW 5 BRANCH NOMINATES ANN JOSS FOR NEC POSITION FOR SCOTLAND	CAMBRIAN BRANCH NOMINATE STEVEN SHAW FOR NORTH WEST AND NORTH WALES NEC
GREAT NORTHERN RAIL BRANCH NOMINATES WAYNE MOORE FOR THE NATIONAL EXECUTIVE COMMITTEE	EAST LONDON RAIL BRANCH NOMINATE WALE AGUNBIADÉ FOR THE LONDON AND ANGLIA REGION NEC ELECTION	ABERDEEN NO 1 BRANCH SUPPORT ANN JOSS FOR NEC MEMBER FOR SCOTLAND	NORTH WALES COAST BRANCH SUPPORT STEVE SHAW FOR NORTH WEST AND NORTH WALES NEC
EUSTON NO 1 BRANCH NOMINATES WAYNE MOORE FOR THE NATIONAL EXECUTIVE COMMITTEE	SOUTH EAST ESSEX BRANCH NOMINATE WALE AGUNBIADÉ FOR THE LONDON AND ANGLIA REGION NEC ELECTION	WALTHAM CROSS & DISTRICT BRANCH NOMINATE WALE AGUNBIADÉ FOR THE LONDON AND ANGLIA REGION NEC ELECTION	NORTH MERSEY BRANCH SUPPORTS DARREN PILLING FOR NATIONAL EXECUTIVE COMMITTEE REGION 3
BLETCHLEY AND NORTHAMPTON BRANCH NOMINATES WAYNE MOORE FOR THE NATIONAL EXECUTIVE COMMITTEE	WATFORD BRANCH SUPPORTS WAYNE MOORE FOR REGION 10 NEC	WARRINGTON & DISTRICT BRANCH NOMINATE STEVEN SHAW FOR THE NATIONAL EXECUTIVE COMMITTEE	WIRRAL BRANCH NOMINATES DARREN PILLING FOR THE NEC

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Last month's solution...



Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by October 2 with your name and address.

Winner of last month's crossword is Charlie Hicks of Kent.

Winner and solution in next issue.



Crossword
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ACROSS

- 1 Look back upon (10)
- 8 Go back over again (7)
- 9 Tedium (5)
- 10 Run away secretly (5)
- 11 Look at (6)
- 12 Hurl (6)
- 14 Provide evidence (6)
- 16 Surround (7)
- 17 Implicit (5)
- 19 Implicit (5)
- 20 Understanding (7)
- 21 Contrition (10)

DOWN

- 1 From better to worse (13)
- 2 Exchange (5)
- 3 Egg dish (5)
- 4 Excuse (7)
- 5 Rest (13)
- 6 Encourage (4)
- 7 Hand tool (6)
- 12 Pill (6)
- 13 Struggle (7)
- 15 Imperfection (6)
- 17 Giant (5)
- 18 At that time (4)



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Employer		RMT Branch	
Job Description			

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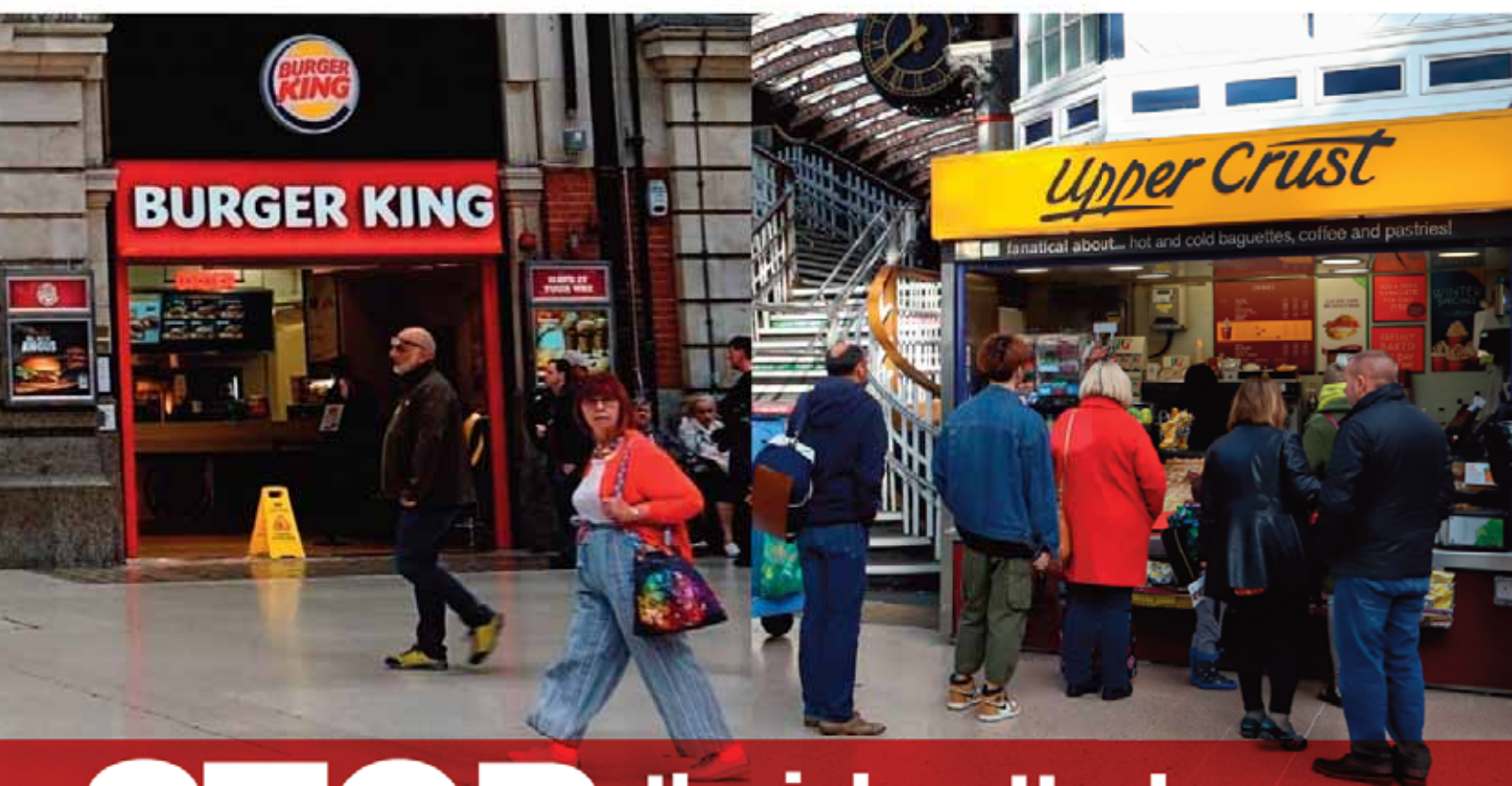
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