

# RMT *news*

Essential reading for today's transport worker

## SEAFARERS' MINIMUM WAGE PAY VICTORY

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[www.rmt.org.uk](http://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](http://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](http://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](http://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](http://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](http://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](http://www.bhsf.co.uk)

Join RMT by visiting  
[www.rmt.org.uk](http://www.rmt.org.uk)

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## EDITORIAL



# BACK TO WORK

This issue of RMT News is dominated by the COVID-19 pandemic and the continuing uncertainty and threats posed to the industries we organise in. However the victory for seafarers is a significant advance in our campaign for pay justice in the maritime sector and could be an opportunity for jobs for our members.

We are also fighting maritime job losses and for safety on our buses, assessing the fallout from the consequences of the end of the current rail franchising model and continue to push to cut out the private sector middle man. It remains a fact that the campaigning by this union for the government to financially support jobs and services has been successful - to a degree.

We now need to step up the fight for the same support for services and livelihoods on the open access rail providers, Transport for London, contractors, ferries and buses. Strong organisation on the ground will be the key as always.

It's good to be back at work but I want to share with you my personal mental health experiences and thank all those of you who have supported me through a difficult time.

One Friday morning this summer I had what I describe as a meltdown. The stresses of doing this job quite frankly made me ill. I was lucky, working from home, I had a wife who coaxed me into calling my doctor. That phone call saved my life.

Within what seemed minutes I was visited by two very kind

supportive NHS nurses from the South West Herts Crisis Assessment and Treatment Team. Over the following weeks a variety of NHS professionals gave me what I needed when I needed it, unconditional help and support.

The NHS has helped so many people during this terrible crisis and has more work to do.

Basically I had depression or should I say have. I am not the first person to get depression and sadly won't be the last. But it is a reality, which I deal with daily like so many others.

Now I am back at work, on medication and receiving counselling. It is only the support of the NHS, my friends and family and good comrades and colleagues that has allowed me to return to the job and work that has been such a big part of my life.

The union continued to function very effectively in my absence, the staff and good colleagues have been magnificent. I would particularly like to thank Mick Lynch, the senior assistant general secretary who stepped in at a moments and worked tirelessly.

For my part all I want to do now is get on with the job that you, the members, elected me to do, that is to take this union forward as your general secretary. In the coming months and years we will face many challenges and we are at our best when we work together, stand together and fight together.

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

# FIGHTING FOR YOU

## RMT statement on how it is fighting for the future of work in public transport and the maritime and offshore sectors

The Coronavirus pandemic has exposed the importance of every worker in key services like public transport.

It has also exposed the folly of attempting to run critical public services like commercial enterprises, the bankruptcy of privatisation and the outdated dogma of outsourcing.

Yet under the cover of the pandemic and with the support of government, employers across the industry are once again attacking jobs.

RMT is committed to fighting for jobs and against redundancies as employers are looking to impose a new round of austerity on working people.

The union will also be supporting and linking up with the campaigns and struggles of other unions, workers and communities who are seeking to protect and improve their jobs and communities.

The economy and the workers need secure, well paid

employment with good terms and conditions. This economic crisis is in no way the responsibility of workers, many of whom have continued to work through it.

RMT will campaign on the following demands:

1. Workers must not pay for the economic crisis. We say no to redundancies, pay cuts and attacks on conditions and agreements.
2. Job Security Agreements in companies across our sectors that defend all jobs and maintain our pay, conditions and agreements.
3. Commitments to no redundancies and no pay cuts must be a condition placed upon any company receiving any public subsidy or financial support. The government should act immediately to impose this condition.
4. Any company providing rail, bus, maritime or other

public transport services that claims to be unable to maintain jobs and pay rates should be immediately nationalised.

5. Bring all public transport services into a new public transport authority under public ownership with democratic control. Develop a national integrated plan for public transport that guarantees jobs and conditions, service levels and reduces fares to passengers.
6. A commitment from government and employers to retain and train UK ratings in the maritime sector.
7. Development and enhancement of our member's skills to enable the "just transition" of the offshore energy industry.
8. End to out-sourcing and casualisation of jobs and services in the transport

sector with all transport jobs brought in-house. We will promote this policy throughout our union so that every member is aware of it.

RMT calls on the TUC to demand of the government any public funding across the UK economy is dependent on a guarantee of No redundancies and No pay cuts. Where firms claim to be unable to maintain jobs and pay rates then the company books must be opened for scrutiny. Where a company is unable to maintain jobs then it should be nationalised under democratic control.

The union also calls on the TUC to organise a series of regional days of action to support these demands including socially distanced demos and rallies. These events should be coordinated with any strike action that is taking place against job cuts and attacks on conditions. ■

## SIEMENS - THE BAD BOSSES ON BRITAIN'S RAILWAYS

RMT has named and shamed the multinational giant Siemens as one of the bad bosses continuing to operate on Britain's railways, as the company continues to deny recognition despite the majority of staff on the Govia Thameslink Railway's train maintenance contract showing clearly that they want to be represented by RMT.

In meetings with Siemens Mobility the company has openly admitted that it is opposed to recognising RMT on UK rail operations and is hell bent on carrying on its union-busting strategy.

RMT general secretary Mick Cash said that Siemens boasts of its multinational credentials and is a principle rail contractor in receipt of numerous lucrative public contracts and yet it treats British workers as second rate employees operating a no-union policy in Britain while bargaining with German workers at home.

"That is a disgrace and an insult.

"The company initiated a reward scheme to encourage workers to ramp up productivity during the height of the covid pandemic and

are now seeking to claw the money back since they determine the worst has passed.

"Siemens met us after a voluntary request for recognition with their own 'union representative' from the employers' federation to tell us they won't entertain trade union recognition under any circumstances for their staff.

"Now they're attempting to foist an employee committee talking shop on our members to give the illusion of collective consultation but our members

have rejected this in overwhelming numbers and have demanded that the company deals with their trade union – RMT.

"We have also raised their behaviour with host franchise operator GTR and have a meeting coming up to where we will be seeking to determine whether GTR awarded Siemens the contract knowing they operate a union busting policy.

"RMT will continue to expose this outfit for what they are and will fight for recognition for our members," he said. ■



# SAVE OPEN-ACCESS RAIL JOBS AND SERVICES

RMT has welcomed a Motion tabled in the Westminster parliament calling on the government to take action to protect all jobs and services in the open-access rail sector which has received widespread support from MPs.

Unlike the franchised Train Operating Companies, the open-access operators, such as Hull Trains and Grand Central, have received no government assistance during Covid-19.

With passenger numbers remaining lower than pre-Covid levels, both Hull Trains

and Grand Central now say they are in an unsustainable position and are proposing job cuts. RMT is demanding that the government intervenes to provide financial assistance for these operators and ensure that all jobs and conditions are protected.

RMT general secretary Mick Cash said that that government could not continue to sit idly by as the open-access sector struggles with the impact of Covid-19.

"It should have taken action from the outset to support the sector and protect

jobs and services, as RMT called for.

"The government must now step-up to the mark and agree financial support for the open-access operators such as Hull Trains and Grand Central and protect jobs and services. RMT welcomes the support of MPs for these demands.

"RMT is ramping up its fight to protect all jobs and conditions in the open-access sector. Workers must not be made to pay the price of this crisis," he said. The union urged members to contact their MP and promote Early Day Motion 965 which demands action. ■

## EARLY DAY MOTION 965

### SUPPORTING OPEN-ACCESS RAIL OPERATORS DURING THE COVID-19 CRISIS

That this House notes that, unlike the franchised train operating companies, the UK's open-access rail operators, including Hull Trains and Grand Central, have received no financial support package from the Government; further notes that passenger footfall and revenue across the railways remains below pre-covid 19 outbreak levels; is concerned that as a result of the covid-19 outbreak, Grand Central has announced the closure of its North West Project and commenced a restructure which puts a number of posts at risk of redundancy; and calls on the Government to agree a support package as a matter of urgency for open-access rail operators to enable those operators to continue to operate and to protect the jobs and conditions of all their staff.

RMT's website also has online petition in support of the campaign.



# ORGANISING AT ORTSED

RMT officials and Liverpool Shipping branch have been organising offshore wind farm workers employed by Orsted Power workers and building up a significant membership.

These workers are employed to work typically on the wind farms scattered around both the east and west coast of England. Union members have been raising a number of concerns which they wish to address by getting organised into the union and establishing collective bargaining machinery.

Issues raised include pensions as the 'white Collar' workers pension contributions from the employer are far greater than the operational grade workers. It was reported that the reason Orsted has given for this is that 'blue



ORGANISED: RMT Orsted workers meeting with regional organiser Daren Ireland and national secretary Darren Procter

Collar' worker get paid overtime and 'white collar' workers do not.

Maritime members at another company based at Barrow faced similar circumstances. Officers within the shipping company benefited from a superior pension plan compared to that of RMT-organised ratings. RMT regional organiser Daren

Ireland challenged this and after numerous meetings the company agreed with the union that this disparity was neither fair nor acceptable and subsequently this injustice was corrected.

Other issues include annual reviews' overtime, training and general employment relations.

RMT regional organiser Daren Ireland said that the

next steps would be to formalise RMT's relationship with Orsted.

"We want to ensure offshore workers are treated with dignity and respect and to establish a good working relationship with the company which will benefit our members and the company alike," he said.



# SEAFARERS' MINIMUM WAGE PAY VICTORY

RMT welcomed the entry into law of entitlement to the National Minimum Wage for thousands of Ratings working around the UK coast this month and warned employers in the shipping industry that they must comply or face serious reputational consequences.

From October 1 2020 a change to the law will mean seafarers will receive pay protection equal to every other sector.

Until now, maritime has been the only sector in the UK that does not apply National Minimum Wage protection for workers. This change means that more than 10,000 seafarers across the UK will make it less easy for employers to undercut workers pay and putting the UK ahead of any other EU state in its protection on pay.

RMT general secretary Mick

Cash said that the union welcomed this new law which it had been demanding as part of RMT's SOS 2020 and other seafarer campaigns down the years. Thousands of Ratings jobs around the UK coastline will now be covered by an improved, legally enforceable basic rate.

"UK seafarers are now in a better position to compete for these jobs and RMT will be demanding full recognition for all Ratings on all merchant ships working on these routes.

"We still await the government guidance HMRC need to take enforcement action against companies in the UK shipping industry.

"But we know that not paying the NMW is an indicator of modern slavery and employers in the shipping industry need to know that failing to pay seafarers the UK NMW on domestic routes will

result in a hefty fine, not to mention significant reputational damage in uncertain economic times.

"The crew change crisis triggered by the Coronavirus pandemic has further exposed the appalling abuses and unnecessary risks to seafarer and maritime safety inherent in the 'low cost' crewing model and the Flags of Convenience which support it.

"The collective achievement on the NMW for seafarers must be followed by government action to train and employ thousands more UK Ratings, including on international routes," he said.

Maritime Minister Robert Courts said that it was important to ensure a fair wage for seafarers, especially the hundreds of thousands who have kept this country going through the pandemic, and means that UK workers

are not priced out of jobs by employers.

"British seafarers are recognised as some of the most highly skilled worldwide. Buoyed by the highest number of maritime training providers out of any country, mariners can train and qualify on apprenticeships or seafarer training courses at over 25 universities and colleges across the UK," he said.

The announcement followed the successful repatriation of 13,000 seafarers from UK shores whose movement was restricted due to closed borders. To ensure their swift protection, the UK held the world's first maritime summit with the UN and secured international recognition for seafarers as key workers to enable quicker repatriation for those struggling to get home as a result of the pandemic. ■



# TAKE BACK TUBE CLEANING

RMT has called on the Mayor of London to take back control of the Underground cleaning and put an end to the outdated dogma of outsourcing after the outsourcing company ABM doubled its profits in the last financial year while cutting the number of cleaners working to keep Londoners safe on the tube.

RMT said that it was a scandal that staff in the front line of keeping the tube clean and safe during the COVID-19 pandemic were facing job cuts

while their employer is rolling in cash.

ABM's annual accounts show that the company posted pre-tax profits of £4.5 million for 2019, almost double what it made in 2018 (£2.39 million). Meanwhile, figures released by the Mayor in July reveal that the company has cut the equivalent of 139 full time cleaners jobs since it took over the contract in 2017, leaving the capital under-resourced and under-prepared for the pandemic.

RMT warned back in July that the outsourcing contract was not fit for purpose, pointing to clauses in the contract that commit the company to seeking savings every year and it pointed to research in the hospitals sector which demonstrates that outsourcing cleaning is less safe in terms of public health than employing cleaners in-house.

RMT general secretary Mick Cash said that the Covid-19 crisis had once and for all nailed the lie that cleaning is

'non-core' and can be safely outsourced to the profiteers.

"It's time we started to treat cleaning and cleaners like the essential service they are. ABM have been driving up profits by cutting cleaners jobs, leaving the Underground less safe as a result.

"We need a totally new approach to cleaning in public transport and Sadiq Khan need to show a lead by bringing this contract in house when it expires in 2022," he said.



## TUBE PLANS TO REFUSE CASH FOR TICKETS

RMT has condemned LUL plans to completely eliminate the option of using cash to purchase tickets.

The plans are an assault on the thousands of customers who only use cash, often because their financial situation means they have no access to a bank account or a contactless payment method. It will also inevitably lead to confrontations on the gateline with front line staff and revenue control inspectors.

Crucially, it will cost the company significant amounts of money, at a time where every pound is precious with lower numbers travelling.

The proposal is in direct contravention of LUL's own bylaws and Penalty Fare Act which are crystal clear in stating that ticket issuing facilities must be available at the time and station at start of journey.

The union said that this ill thought out policy was a

charter for fare evaders to easily travel for free.

RMT general secretary Mick Cash said that at a time when London Underground is under the financial spotlight it was farcical that they would bring in a policy that will lose them millions.

"It's also beyond comprehension that with fare evasion at a all time high, they would actually open a loop hole that will allow ticketless travel that couldn't be

enforced under their own bylaws.

"For a company that apparently prides itself on being 'A world class customer service provider' it beggars belief that they are going to disenfranchise millions of people – including many low paid, tourists and seniors – that still only use cash.

"RMT will be fighting this policy with all available resources," he said.



# SOLID CALEDONIAN STRIKE ACTION AGAINST FATIGUE

RMT members on SERCO Caledonian Sleeper took two sets of unified 48-hour strike action this month in the fight for safe working conditions.

Pickets were out in force at key locations from London to Inverness after the company collapsed peace talks.

RMT general secretary Mick Cash said that RMT members were standing rock solid in their strike action on the Caledonian Sleeper but it remained a scandal that SERCO had deliberately provoked the dispute and had no intention of entering serious talks.

"Instead of working with the union on a solution to the very real issues of safety and fatigue they have declared war on their staff.

"It is also wholly unacceptable that the political leadership in Scotland, distracted by the scandal of one of their own travelling on trains while COVID positive, have not lifted a finger to help us settle this dispute. They should get off their backsides and haul SERCO into line. Their lack of action is grossly irresponsible.

"Our members on the Caledonian Sleeper, demanding nothing more than a safe working environment, deserve better than this shocking treatment.

"We are grateful for the huge level of support that has flooded in and it's now down to the company to get serious and negotiate a settlement," he said. ■



Glasgow



Fort William



Edinburgh



Euston



Inverness

## SAFETY CONCERNS ON SCOTLAND'S RAILWAY

RMT has welcomed Members of the Scottish Parliament raising much needed awareness of safety concerns on Scotland's railway.

Concerns grew following reports that Network Rail in Scotland has over 200 infrastructure vacancies whilst at the same time some of the biggest private rail infrastructure contractors including Babcock Rail, SPL Powerlines, Story Plant and AMCO were ploughing ahead

with redundancies, posing safety concerns with Scotland's rail infrastructure.

MSPs have tabled Parliamentary Questions and a Motion calling on the Scottish government to ensure the safety on Scotland's railway by protecting and increasing vital infrastructure jobs on Scotland's railways to keep Scotland moving as the country moves into the next phase of the Covid-19 crisis.

In the motion the MSPs say

they are "alarmed that these reported rail infrastructure redundancies and unfilled vacancies will adversely impact on the quality of the rail network and passenger safety."

RMT general secretary Mick Cash said that the union was concerned about the double whammy of significant vacant posts in Network Rail Scotland while private contractors were making vital railway workers redundant is putting huge

pressure on an already stretched workforce.

"We'd like to thank those MSPs who have shone a light on this and we now need cast iron guarantees from the Scottish government that they will ensure those vacant posts are filled as quickly as possible and that there will be no more redundancies by private contractors and ensure there is a proper strategy to protect and increase vital rail jobs in Scotland," he said. ■

# BADGE FOR DONALD

## Aberdeen RMT branches produce badge in honour of member tragically killed in Stonehaven crash

Aberdeen RMT branches have struck a badge in memory of Donald Dinnie the RMT member who died when the 06:38 Aberdeen to Glasgow service crashed on August 12 near Stonehaven.

They commissioned 1,600 badges to begin with and asked for minimum donations of £5 per badge. The requests for badges were so huge that another 1,000 were commissioned to make sure there was enough for everyone that would like one.

For badges contact by text: Ann Joss mobile number 0777 971 5958 or Jim Gray on 07921 943015.

The money will be distributed to the families in November and any monies that come in from the badges after that will be divided between RMT Orphans' fund and the Scottish Air Ambulance Charity which was a charity that Donald supported and one which provided an invaluable service on the day of the 1T08 tragedy.

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 injuries.

Scotrail hailed the brave off-duty conductor who walked three miles from the derailed Stonehaven train to raise the alarm as a "credit" to the north-east.

The Evening Express Aberdeen's Champion Awards judges wanted to recognise her bravery by awarding her a special recognition accolade.

Evening Express editor Craig Walker said: "The Stonehaven train derailment shocked everyone in the north-east but Nicola's actions that day showed real heroism.

"I'm so pleased we could honour what she did at the



Aberdeen's Champion awards," he said.

Alex Hynes, managing director at Scotrail, also expressed his thanks to Nicola.

"Our hearts remain broken and will do for a very long time. But in these most distressing circumstances, there is some cause for some hope and that's because of the actions of a very special person – our conductor Nicola Whyte.

"Nicola went way above the call of duty when it was needed most and helped raise the alarm for those who needed the attention of the emergency services.

"She is a huge credit to her family, to the city of Aberdeen and to ScotRail, and from the bottom of our hearts we would like to thank Nicola for everything that she has done," he said.

## COASTGUARD DETAINS SHIP FOR EXPLOITATION OF CREW

RMT has registered its support for the Maritime and Coastguard Agency's detention of the Maltese registered offshore supply vessel, Ben Nevis in Aberdeen this month for infringements of the Maritime Labour Convention.

RMT general secretary Mick

Cash said that the union had warned at the start of the pandemic that seafarer welfare standards would suffer from the arrival of more ships in the North Sea with exploited crew on board.

"Operators in the oil and gas and renewables sector must improve due diligence in

their supply chains to raise employment standards and increase jobs for local seafarers.

"Ratings on the Ben Nevis are paid a basic \$6.35 per hour, which is illegal on these routes but the employer is trying to get out of paying even that.

"It is good to see the MCA using their Port State Control powers to protect crew from this sort of abuse but we cannot continue to let charter parties off the hook when the illegal treatment of seafarers is exposed," he said.

# ROSCO'S POUR £80 MILLION INTO SPECULATORS' POCKETS

Union marks quarter of a century of the rail rolling stock leasing company rip-off by calling for a halt to the scandal

25 years after the selling off of the rolling stock leasing companies (ROSCOs) in 1995 RMT renewed the call to end the great rail rip-off after it revealed that the government has confirmed that the taxpayer will continue to pick up the tab for profiteering on the ownership of trains on Britain's railways.

Created in 1994 as part of the privatisation of British Railways, rolling stock leasing companies own and maintain railway engines and carriages which are leased to train operating companies. These so-called ROSCOs were then sold off by BR in November 1995 and have been raking in enormous profits ever since at the taxpayers expense.

Just last month one of the three companies who own 87 per cent of Britain's trains announced that it had paid £80 million to its shareholders overseas – enough to pay for more than 400 new vehicles.

Rail Minister Chris Heaton Harris also confirmed that the UK taxpayer will be footing the bill in full as he made clear that the government will carry on paying the rising

costs of leasing trains through PFI-style contracts.

RMT general secretary Mick Cash said that it revealed that its one rule for the government's big business mates and one rule for keyworkers and the taxpaying public.

"These new agreements are rigged to keep the profits flowing at the expense of taxpayers, even as companies all over the network start to attack jobs, pay and conditions for workers.

"The government should put a stop to this fat cat feeding frenzy now and nationalise our railways."

Last month Labour MP Grahame Morris asked the Department for Transport whether it planned to continue to cover the cost of rolling stock company contracts under the new Emergency Recovery Management Agreements.

On October 1, Rail Minister Chris Heaton Harris confirmed that the government's agreements meant the taxpayer paying the rolling stock companies for leasing their trains:

"The Emergency Recovery Measures Agreement (ERMA) arrangements cover the operators' costs including the costs of rolling stock contracts for the duration of the ERMA," he said.

The cost of leasing rolling stock from the ROSCOs has been rising in absolute terms and as a proportion of what Train Operating Companies spend. Last year it rose to a record high of 17 per cent of train operating company costs, the fastest rising cost on the railways.

(See RMT's report 'Picking up the tab for trains: how the public is funding profiteering in railway rolling stock' (RMT, July 2020).

The leases work in a similar way to PFI's. The government sets the requirement to build new trains, the ROSCOs raise money to buy them from train manufacturers and then the operating companies lease them back. RMT has argued that under the old franchising system, the rising costs of these leases accounted for the growth in subsidies paid to Train

Operating Companies. Now, under the ERMA, the cost of these trains is being directly covered by the taxpayer.

Academic research has shown that the ROSCOs are able to keep their lease costs high because the three companies effectively monopolise the market. Between them, they own 87 per cent of the vehicles on the railways. Because of this, the public is likely to be paying the ROSCOs for years after the real cost of the trains has been paid off.

One of the ROSCOs, Porterbrook, also filed its annual accounts last month showing that made a profit of £81 million in 2019 and paid its shareholders £80 million in dividends. That's enough to pay for more than 400 new vehicles on our railways. These capital costs for vehicles have been calculated using the figures in the Long-Term Passenger Rolling Stock Strategy, which state that the 7,187 new vehicles being introduced in CPs 5 and 6 will have a capital cost of £13.8 billion.



## ROLLING STOCK CHARGES AS A PERCENTAGE OF SPENDING

| Rolling stock charges as a percentage of expenditure (£m) | 2013/1 - 4 | 2014/1 - 5 | 2015/1 - 6 | 2016/1 - 7 | 2017/1 - 8 | 2018/1 - 9 |
|-----------------------------------------------------------|------------|------------|------------|------------|------------|------------|
| TOC expenditure                                           | 10143      | 10237      | 12105      | 12574      | 12857      | 14448      |
| Rolling stock charges                                     | 1269       | 1329       | 1419       | 1816       | 1990       | 2450       |
| Rolling stock as a % of spending                          | 13%        | 13%        | 12%        | 14%        | 15%        | 17%        |

(Source: <https://orr.gov.uk/rail/publications/economic-regulation-publications/uk-rail-industry-financial-information/uk-rail-industry-financial-information-2018-19>. Calculations by RMT)



SCANDAL: Last year RMT shone the spotlight on the shadowy rolling stock companies continuing to make a financial killing out of the Pacer train scandal on Northern. Northern Rail's 40-year old 158 Class 142 Pacer trains are owned by Angel Trains while their 56 Class 144 pacers are owned by Porterbrook. The longer they continue in service, the more Angel and Porterbrook get from the extension to their leases.

# THE ROSCOS' RECORD OF FAILURE

Nearly 90 per cent of the rolling stock on Britain's railways is owned by three companies, known as the ROSCOs (Rolling Stock Companies).

When British Rail was privatised in 1993 under EU Directive 91/440, these three companies were formed by the Conservative government and handed British Rail's stock of 11,250 vehicles, assets which had been funded by public investment.

The ROSCOs then leased their vehicles to the train operating companies (TOCs) who controlled the franchises. The fundamentally flawed theory was that they would generate competition and mobilise private sector expertise and capital to drive innovation.

This did not happen due to the high costs of rolling stock investment, the

absence of surplus vehicles on privatisation and the fact that vehicles are rarely easily interchangeable between different parts of the railway. This has meant that the three ROSCOs gained and maintained a largely unassailable monopoly position, carving up the market in leasing to the TOCs between them.

In addition, the leasing model that the ROSCOs were handed at privatisation effectively deters them from investing in new rolling stock in a sustained way. Following privatisation, the ROSCOs were set up to offer operating leases rather than finance leases. This meant that the ROSCOs continued to own the asset at the end of the lease and remained responsible for ensuring that the asset was capable of being re-leased.

The ROSCOs' assets have a life of around 30 years, while the franchises which lease them are generally between five and 10 years in length. Therefore they have an interest in maintaining the life of their asset for as long as possible rather than invest and innovate.

The TOCs invest little capital and with the length of their franchises give them little incentive to commission new rolling stock. Consequently, as the Office for Road and Rail (ORR) acknowledged, the ROSCOs 'rarely engage in genuinely speculative new build'.

The consequence of this model of rolling stock provision is that three companies operate an effective monopoly of leasing to the Train Operating Companies while neither

party has much incentive to invest in new rolling stock.

For the ROSCOs, the nightmare scenario is being left with surplus stock off-lease, especially if these are assets which have plenty of operating years left. As Mary Grant, CEO of Porterbrook said in 2018, investment in new trains "will create a form of surplus in the short term... The model is not sustainable if there is a continuous cycle of a new train comes in and seven years later it might be displaced".

For rail passengers this has meant that the average age of rolling stock has risen since privatisation, while high leasing costs are passed onto the taxpayer through the subsidies demanded by TOCs as compensation and onto passengers through higher fares.



# OFFICERS USED AS RATINGS

RMT is tackling an increasing problem in the shipping industry where employers are filling Ratings vacancies with newly qualified Officers.

Earlier this year the union wrote sister union Nautilus International and the Merchant Navy Training Board chair Kathryn Neilson to raise serious concerns over this unacceptable practice which denies jobs and income to Ratings in the shipping industry. In response, commitments to discuss this matter were given but meaningful discussions have not materialised.

Last month the CEO of crewing agent Clyde Marine, which provides agency crew to

most of the ferry companies where RMT has recognition, published an article in which he casually stated that Clyde Marine has been "using a significant number of ex Officer Cadets to fill ratings vacancies recently and it is very pleasing to see them develop and improve their seamanship skills".

This evidence confirms RMT suspicions that using Officers to fill vacancies for Ratings positions is becoming common practice.

RMT opposes newly qualified officer cadets or any other officers from taking up Ratings' jobs and has raised Clyde Marine's candid admission with the

Department for Transport and the Maritime and Coastguard Agency.

RMT general secretary Mick Cash said that the problem exposed a deeper inequality in our shipping industry whereby Ratings training is a cosmetic after thought amongst government and employers whilst the training of Officer Cadets is governed by targets and receives the vast majority of public funding.

"The crew change crisis triggered by Covid-19 painfully illustrates that this country needs to immediately train and employ UK Ratings on a scale not seen since the 1980s and we will continue to press this demand as part of

the fight for the future of UK Ratings," he said.

If RMT officers, reps or members have evidence of employers using Officers to do Ratings' jobs, you are advised to;

- Immediately inform the Industrial Relations Department [j.rolles@rmt.org.uk](mailto:j.rolles@rmt.org.uk) so the union can raise this through the formal dispute procedure.
- Copy the evidence to the National Policy Department [d.crimes@rmt.org.uk](mailto:d.crimes@rmt.org.uk) so that the case is recorded and used in the campaign to stop this practice.



# WELLBEING AT SEA: A POCKET GUIDE FOR SEAFARERS

The Maritime and Coastguard Agency (MCA) has published a new book aimed at seafarers and those in managerial and organisational roles who have a duty of care for seafarers ensuring that seafarers are safe and in good health.

Seafarers play a key role in the success of the maritime industry and their wellbeing cannot be overlooked for those at sea wellbeing comes with its own challenges as with Seafarers undergoing long periods of isolation with limited access to normal services.

This book is written by experts in the industry with contribution by others including RMT. It includes useful checklist for quick reference and will help employers to fulfil their responsibilities to their employees and enhance their employees physical and mental well-being at sea.

Seafaring is a very demanding profession. Being far away from family and friends, being unable to leave the workplace and having fewer choices during non-working hours can affect physical, mental and emotional health. For seafarers, whilst on board, the ship is not only a place of work but also a home.

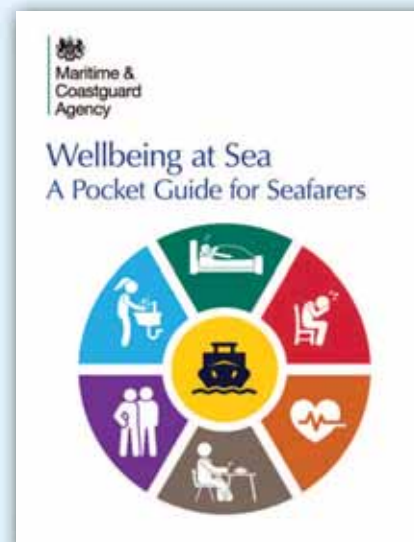
Wellbeing means a state of good health and fulfilment. It is not just the absence of illness, but also about achieving a positive mental state to thrive and be fulfilled at work.

This practical guide will offer guidance for seafarers on fitness and diet, general health, personal and social wellbeing, mental health issues, and relationships and communication. With an extensive appendix there is practical guidance to help seafarers with everyday life.

RMT assistant national secretary Mark Carden would recommend that the union promote both versions of this excellent publication through its national network and the union is currently bulk ordering for wider distribution.

"This practical guide will offer guidance for seafarers on fitness and diet, general health, personal and social wellbeing, mental health issues, and relationships and communication.

"Easy to read and full of illustrations, this pocket book will be an essential resource to offer support to seafarers to promote a state of healthy wellbeing at sea," he said.



NO-SHOW: Ferry operator P&O, widely criticised for announcing 1,100 job cuts after taking advantage of the government's furlough scheme, failed to show up at a Transport Committee hearing last month on the Covid-19 crisis.



# P&O NO-SHOW OVER COVID

## Union gives evidence to MPs at the Transport Select Committee on the Covid crisis

RMT gave evidence to MPs of the cross-party Transport Select Committee last month during an online evidence session of their inquiry into the implications of Covid-19 for the transport industry.

In a session dedicated to the maritime sector, RMT national secretary Darren Procter alerted MPs to the impact on jobs and seafarer communities in Dover and Hull from P&O Ferries' disgraceful attack on over 600 Ratings jobs, as well as Stena Line's shocking attack on sick pay and jobs at the start of the lock down in April.

Officers' union Nautilus International general secretary Mark Dickinson also gave evidence alongside RMT but P&O, once again, failed to provide evidence to the Transport Select Committee, despite an invitation from the Chair to do so.

This is the second time during the Covid-19 pandemic that the company, owned by the government of Dubai, has failed to provide a witness to the Select Committee. On this occasion, P&O stated that as Janette Bell the Chief

Executive had resigned, they had no one else who could give evidence.

This was a slap in the face to the Tory Chair of the Committee, Huw Merriman MP and, more significantly, to parliament's ability to hold to account a company owned by the Dubai state for their decisions which have thrown RMT Ratings on the dole and trashed national maritime capacity.

RMT national secretary Darren Procter told MPs: "When a company in the state of Dubai is holding us to ransom ... having a massive impact on the percentage of job losses in the merchant navy of a maritime nation, we have to look at what lessons can be learned".

RMT reminded MPs of the need for strong and effective enforcement of the incoming regulations extending National Minimum Wage entitlement to seafarers in UK waters which the union's long term campaigning has secured.

In response to questions from Committee member Grahame Morris MP, the national secretary set out the

importance of reforms to ensure that UK seafarers and other domestic workers benefit in full from growth in the offshore wind sector and its supply chain. Developers and their contractors must be obliged to employ local labour, recognise trade unions for collective bargaining and use UK ports, including for crew changes. MPs were left in no doubt that these requirements should be mandatory and introduced by the Crown Estate at the licensing stage of an offshore wind farm.

### RENEWABLE ENERGY

RMT is leading the debate over the reforms needed to maximise the number of jobs for UK seafarers, dockers and offshore workers from a 'green economic recovery'.

This also covers the crucial issue of a 'Just Transition' and the national secretary also alerted MPs to the ongoing barriers maritime and offshore workers currently face when attempting to re-train for jobs in the offshore wind and wider renewables sector.

### SAFETY AT SEA

Maritime safety, an absolutely critical issue at the best of times, was also raised by RMT to highlight how Flags of Convenience, especially in the ferries sector had undermined the maritime response to Covid-19, exposing members and passengers to unnecessary health risks.

New Shipping Minister Robert Courts MP was up in front of the Committee after the maritime unions. Labour MP for Ilford South, Sam Tarry quizzed the Minister over P&O's attacks on UK Ratings whilst the company took millions in taxpayer support and kept on Filipino crew paid £4.50 per hour, as raised by RMT. The Minister's response included an ambition that this union will be sure to hold him to in his new job: "I can be quite clear: what I want to see is that those who operate in and around UK waters use a UK workforce," he said.

This gives fresh momentum in the final months of the SOS 2020 campaign for increased jobs and training for UK Ratings on domestic and international shipping routes. ■



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<sup>^</sup> Except clothing and household linen    <sup>†</sup> Trustpilot rating correct as at 6th October 2020.    <sup>\*</sup> Lines are open 8.30am-8pm Mon-Fri (subject to change due to COVID-19 restrictions).  
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- 24 hour claims helpline, operated by experienced advisors
- Full policy wording including key facts, schedule and car certificate

<https://www.uia.co.uk/rmt/car-insurance/>

## TRAVEL INSURANCE

Whether you're planning a relaxing weekend getaway or a busy city break, as an RMT member, you, your family and your friends will get a 10% online discount when buying any single or multi trip policy from us.

If you're purchasing annual multi-trip cover and have already made travel arrangements and do not currently have travel insurance, you should start your cover immediately, that way you will be covered should you need to cancel your trip before you go.

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<https://www.uia.co.uk/rmt/travel-insurance/>

“It is good to know you can rely on a company like Uia, orientated towards the trade union movement” – RMT general secretary Mick Cash,.

<sup>†</sup> Except clothing and household linen

<sup>\*</sup> Family cover – up to two adults and any number of their children, step children or foster children aged under 18, accompanying the parents or legal guardian insured on the same policy travelling on any trip to the same destination. The children are only insured when travelling with one or both of the insured adults, (or accompanied by another responsible adult) and must be living at the same address as the policyholder.

<sup>^</sup> Based on claims received by Thornside Pet Healthcare Insurance during 2010.

<sup>‡</sup> Trustpilot rating correct as at 23/12/19.

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# TEN YEAR DECLINE IN BUS USE

A new National Audit Office report has found that there has been a significant decline in bus passenger usage outside London since 2010.

RMT general secretary Mick Cash said that the decline in bus usage was a direct result of a deregulated and privatised bus industry, under which the private operators were consumed with profiteering and axe socially necessary routes at their whim.

"The NAO report rightly highlights that bus services are a vital lifeline for the most disadvantaged in society, and yet since 2010, over 3,300 bus services have been cut or altered.

"Bus services have a vital

role to play in the decarbonisation of the transport sector, yet we are on the completely wrong trajectory, as the Government has presided over a massive decline in the bus industry.

"It is clear that the deregulation of our bus industry has been a complete failure. It is farcical that the Government prohibits local authorities from setting up their own bus companies.

"We need a national bus strategy, underpinned by ring-fenced national funding, which requires all local authorities to establish a municipal bus company that serves the needs of their local communities, not the pockets of shareholders," he said. ■

## KEY FACTS FROM NAO REPORT

- 10% overall decline in bus use between 2010-11 and 2018-19
- 38% reduction in local authorities' financial support for bus Services between 2010-11 and 2018-19
- 112 million vehicle miles travelled on local authority supported service routes in 2018-19 down from 243 million in 2010-11
- 18% fare increase in real terms between 2010-11 and 2018-19
- 24% of bus operators' revenue income in 2018-19 from the provision of bus services, net of concessions, comes from government subsidy and support, though the exact percentage will vary by operator
- £220 million new funding announced to support bus services in 2020-21, some of which was repurposed to support existing services during the COVID-19 crisis

# BERWICK CELEBRATES

Berwick Rail RMT branch celebrated the 60th birthday and retirement of their longstanding branch secretary, Neil Herbertson last month.

Neil has been secretary of Berwick Rail Branch as long as most RMT members can remember and he has just retired from the railway after 41 years on the Permanent Way.

He began work on the P-Way in 1979 and has been an active member of the NUR and RMT union ever since. 'Herby' as he is known to his comrades in Berwick-on-Tweed is also chairman of Berwick Trades Union Council and has been active over several decades in community and trade union campaigns for

jobs, working class education, safety and public ownership of railways.

A traditional garden party was held in Horncliffe village near Berwick to celebrate Herby's retirement. John Kay, a retired former branch secretary of Berwick Rail, gave a magnificent speech to honour his achievements. Whilst Herby was secretary of Berwick Rail the branch hosted several RMT grades conferences opened by former RMT general secretaries Jimmy Knapp and Bob Crow.

Berwick Rail branch Martin McCleary also spoke for members from Berwick Rail branch and across the whole union to wish Herby a great retirement. "He has clearly earned it," he said. ■



# WINNING AT WORK

RMT works hard to get you the best possible pay settlements below are just some that your union has won over the last year

## ISLE OF MAN STEAM PACKET COMPANY

### Year One

- A 3% increase to pay all salaries or a £650 minimum payment whichever is the greater from January 1 2020.

### Year Two

- A 2.75% increase to pay all salaries or a £700 minimum payment whichever is the greater, effective from January 1 2021.

In addition, the company is keen to investigate the possibility of commencing further Seafaring Apprenticeships with RMT.

## LONDON NORTH EASTERN RAILWAY (LNER)

An increase of 2.5% (February RPI 2020), to be implemented in the May pay cycle. This will also include back pay.

As a result of the legal case on Holiday Pay, Holiday Premium Payment (HPP) will change for the better in that it has changed from 365 days to 52 weeks. This will result in a better remuneration value, to be paid in the April pay cycle.

## MERSEYRAIL (DRIVERS)

A no-strings 2.3% increase from January 29 2020

## MTR ELIZABETH LINE

A 3% increase for CSEA and TSO staff, with £1000 for the lower paid CEA staff, equating to a 4.5% increase from April 1 2020. A 3% increase to night shift allowance.

## HEATHROW RAIL (STATION GRADES)

All Customer Hosts pay will be uplifted by £1550, equivalent to a 7% increase. All other negotiated grades will receive a 2.7% increase on current salaries.

Ex-ICTS 2009 Customer Hosts – consolidation of previously agreed guaranteed payment of £4,323.48 added to salary (thus 2.7% applies to current salary only) and guaranteed payment is withdrawn.

## FREIGHTLINER

A 2.5% increase to basic rates and dynamic allowances from January 1 2020

## FREIGHTLINER RAILPORTS

A 2.5% increase to basic rates and dynamic allowances from January 1 2020

## FREIGHTLINER INTERMODAL (DRIVERS)

First year of a two stage two year agreement with a 2.52% increase from January 1 2020. Second year: 2.52% increase.

## SOUTHEASTERN, ON-BOARD MANAGERS

Salaries to be increased by 3.08% from January 5 2020. OBM's to receive no less than 31 days annual leave for the 2020 leave year. Standard arrangements (as per terms and conditions) will apply thereafter.

- As requested OBM's will be permitted to buy three additional flexible leave days the cost of which is based on the average turn length and deducted over 13 pay periods.

## GEMINI RAIL

A one-off payment of £350 for each employee for 2019. A 2% salary increase from January 1 2020 and a further 0.5% salary increase from April 1 2020.

## STADLER RAIL (MERSEYRAIL CONTRACT)

A 2.2% uplift for all RMT grades from January 1 2020.

## CENTURYLINK

Year One: 1.5% increase on basic pay from March 1 2020.

Year two: a further 1.5% increase applied March 1 2021.

## AMEY (RAIL)

A 2% increase on basic salary and agreed allowances from March 1 2020 with a minimum of £600 underpin.

## BABCOCK RAIL

A 2% increase on basic rates of pay for employees covered by Procedure Agreement 1 from April 6 2020.

Vinci (Engineers, Arriva Rail London Contract)

A 1.9% increase on basic pay from January 1 2020

## AMCO

An increase of 2.5% to rates of pay and allowances from January 1 2020.

The following long-service awards also agreed: 25 years' service = £1,000, 30 years' service £1,500, 40 years' service £2000.

Additional payments agreed: A £15 bonus for all employees every birthday. A £10 bonus for all employees every Christmas. Three days paid leave for employees working/volunteering within their community. One days paid leave for employees attending the first day of school with their child.

## AXIS (ALSTOM TPE CONTRACT MANCHESTER TRAINCARE CONTRACT, LONGSIGHT)

Train Cleaner increase of 3.3% to £9.30 per hour from

April 1 2020 in line with the Real Living Wage Foundation Rate. A 2 hour biological hazard payment. Train Cleaner Supervisor increase of 3.3% to £10.33 per hour payment.

## CHURCHILL (EAST MIDLANDS RAILWAYS CONTRACT)

A Real Living Wage pay award representing a 27% uplift for the lowest paid members in the contract employed at London St Pancras and a 5.32% uplift for our lowest paid members in Derby, backdated to include all hours worked since February 4 2020.

## ATALIAN SERVEST (SOUTHEASTERN RAILWAY CONTRACT)

Basic hourly rate for all operatives who work at outer London locations to be lifted up to and set at the Real Living Wage (RWL) of £9.30.

Basic hourly rate for all operatives who work at London locations to be lifted to and set at the London Living Wage (LLW) of £10.75.

An additional 15p per hour will be applied to night time workers at all locations.

## CARLISLE SUPPORT SERVICES (NORTHERN RAIL REVENUE & GATELINE CONTRACT)

Payment of the Living Wage Foundation rate of £9.30 per hour for those carrying out revenue and gateline duties on this contract from April 1 2020.

## MITIE (TPE CONTRACT)

All staff on the TPE contract, currently on the Foundation Living Wage (FLW) will have the uplift effective from April 1 2020. Those employees above current FLW, will receive an uplift to ensure the current differential is maintained.

## HARWICH INTERNATIONAL PORT

A 2.2% increase to basic rates of pay and variability payments from January 1 2020

## STENA LINE DOCKERS

A one-year 'no-strings' 2.1% pay increase from January 1 2020

## WINDERMERE LAKE CRUISES

A minimum Increase of 2.7% on basic pay from February 1 2020. Flat Rate increase of 50p per hour for Hirer 2 & 3, General Assistant 4 & 5, Crew Grade 1 & 2 equating to an increase of 5.9% to 6.1% for the lowest paid grades, typically seasonal employees.

## DOPPELMAYR CABLE CAR (DCC) ON EMIRATES AIR LINE CABLE CAR

- An increase of 1.5%, effective from July 1 2020

## PULLMAN RAIL

### Year One

- From April 6 2020: 2.75% increase on all base wages. Life Assurance will be equal to 1.5 times basic annual salary.

### Year Two

- From April 6 2021: February 2021 RPI + 0.5% increase on all base wages, subject to a minimum of 2.5% to a maximum of 3.25%. Life assurance to continue.

## SWIETELSKY CONSTRUCTION COMPANY

- 2% increase on basic pay rates backdated to April 1 2020. Increase in employer pension contributions of 1% increasing from 5% to 6% backdated to 1st April 2020. RMT representatives can attend equality courses.

## DHL PRUDHOE

- A 1.3% increase to basic salaries and associated allowances backdated to the anniversary date of the July 1 2020. A shoe allowance increase from the current rate of £45 up to £50. A mechanism for addressing attendance on Boxing Day, in which our members will be able to exchange days off without the loss of the associated Lieu Day.

## NEXUS/NEMOL (TYNE & WEAR METRO)

- A one-year, no strings attached offer of 3%, effective April 1 2020

## BUS PAY DEALS

## WILTS & DORSET (SALISBURY REDS & MOREBUS)

### Five-Year Deal:

| Grade | Current | Jul 19 | Jul 20 | Jul 21 | Jul 22 | Jul 23 |
|-------|---------|--------|--------|--------|--------|--------|
| BB391 | £9.69   | £10.00 | £10.00 | £10.20 | £10.20 | £10.50 |
| BB392 | £10.19  | £10.39 | £11.00 | £11.20 | £11.20 | £11.50 |
| BB393 | £10.69  | £10.97 | N/A    | N/A    | N/A    | N/A    |
| BB394 | £11.39  | £11.65 | £11.80 | £12.00 | £12.30 | £12.70 |
| BB01  | £11.39  | £11.65 | £11.90 | £12.15 | £12.40 | £12.70 |

- The £10.00 training rate will be introduced for work going forward from the date the deal is implemented. For other grades, the rates will be applied with back pay.
- In year 2, the BB391 rate becomes exclusively for trainee drivers – until such time as they go live and drive solo themselves. Once solo, drivers for the next

12 months will go on to BB392 rate.

- BB393 rate will cease to be used from the beginning of year 1 with all drivers transferring to BB394.
- The rates diverge between BB01 and BB394 due to taking into account the change in contracted hours and cost of other elements as the terms and conditions realign.

### Inflationary Protection Mechanism on Rates

These rates come with an inflationary protection mechanism that provide protection for colleagues if the rate of inflation increases, as measured by the most recent RPI figure quoted by the Office of National Statistics available at the time of the anniversary date in July of each year of the deal. Given the medium term uncertainty during the life of this deal, there is also a mechanism which would be triggered to adjust the rate increases if RPI falls significantly. If RPI increases or decreases by 1.2% or more from the rate increase offered then the rate will change by 0.1% up to a maximum of a further 1.0%. The rate changes are pegged to the BB394 rate changes in this offer. A table showing what the rate changes in each year will be in relation to RPI is available on request.

### Contracted Hours

All drivers moved to a 40 hour guaranteed week by the fifth year of this deal. This is achieved through half-hour reductions to the working week for BB01 drivers in years 2, 3 4 and 5 and an increase for all other drivers in years 4 and 5 to get everyone on a 40 hour week. Please see the table below for reference.

| Grade | Current | Yr 1  | Yr 2  | Yr 3  | Yr 4  | Yr 5  |
|-------|---------|-------|-------|-------|-------|-------|
| BB391 | 39:00   | 39:00 | 39:00 | 39:30 | 40:00 | 40:00 |
| BB392 | 39:00   | 39:00 | 39:00 | 39:30 | 40:00 | 40:00 |
| BB393 | 39:00   | 39:00 | N/A   | N/A   | N/A   | N/A   |
| BB394 | 39:00   | 39:00 | 39:30 | 39:30 | 40:00 | 40:00 |
| BB01  | 42:00   | 42:00 | 41:30 | 41:00 | 40:30 | 40:00 |

For BB01 drivers, the weekly take-home pay does not reduce as a result of the reduction in hours worked – this money is reinvested into the hourly rate of pay.

### Holiday Pay Calculation

For all drivers, from the start of the 2020 holiday year, holiday will be paid based on an average of the previous 12 months worked, including any overtime hours – scheduled or voluntary that a person has worked.

### Saturday enhancement

From the July 2020 anniversary date, the Saturday enhancement will become £1.25 per hour over and above the normal rate for all drivers on BB392, BB394 and BB01. Current arrangements will continue until that date.

- An overtime rate will be payable from the date of implementation for BB01 and BB394 drivers. The overtime rate of £0.50 per hour will be payable on hours exceeding the following for all such drivers:

| Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|--------|--------|--------|--------|--------|
| 42:00  | 41:30  | 41:00  | 40:30  | 40:00  |

- For Saturday's overtime, a rate of £2.83 per hour will apply above the normal rate of pay. These rates are fixed for the period of the deal.

## STAGECOACH SOUTH WEST

### (Plymouth, Tavistock & Dartmouth)

- Introduction of a new pay structure in order to achieve a higher basic rate for drivers with the previous premium structure consolidated into the new rate based on the proportions of hours worked on each of the previous rates.
- A 2.5% increase then applied to the new consolidated rate, taking the driver's Established rate to £9.99ph (subsequently uplifted to £10.00ph).
- New Starter rate equivalent to 85% of the Established rate until driver has completed training;
- Intermediate rate set at 92% of the Established rate for the first six months of driving solo.
- New basic rates will apply for all hours worked with the exception of voluntary overtime, which will attract a 10% uplift.
- For Falcon drivers working permanent nights, a Night Allowance introduced to maintain the previous differential, set at £15.19 per week.
- For the small number of duties with a greater proportion of late shifts (including more than two hours after 21:00), a top-up allowance paying the differential between the new Established rate of pay, and previous pay plus the 2.5% uplift.
- For other members of staff, those on pay rates lower than the driver rate receive the applicable pence per hour increase, while those on the driver rate or higher receive 2.5%, including premium payments where they exist and are not subject to the above consolidation. The exception is staff working in engineering skilled grades on rates above £15.17ph; these rates remain frozen but staff receive the equivalent of the 2.5% increase paid retrospectively every 13 weeks from 31 March 2019 until April 2020 when pay rates will again be subject to review.

## FIRST SOUTH WEST (KERNOW & SOMERSET)

### Three Year Deal

- Year One commencing 1st April 2019: all hourly rates increased by 35p\*
- Year Two commencing 1st April 2020: all hourly rates increased by a further 25p\*\*
- Year Three commencing 1st April 2021: all hourly rates increased by a further 25p\*\*\*

- \* In Year One, driver substantive overtime rate is held at £11.20 per hour, and driver new starter 12-month rate is held at £9.00 per hour (£10.00/hr overtime).
- \*\* In Year Two, the driver overtime rate will be increased to £11.80 (to restore the £1/hour differential from basic rate at that point), and the new driver rate will move to £9.50 per hour (£10.50 per hour overtime). New starters will continue to progress to substantive rate after completion of 12 months service, regardless of the prevailing new starter rate at that time (either £9.00 or £9.50).
- \*\*\* In year 3, the driver substantive overtime rate will move to £12.05, and the new driver rate to £9.75 per hour (£10.75 overtime). Again, new starters will progress to substantive rate after 12 months completed service.

## STAGECOACH SOUTH BASINGSTOKE DRIVERS

### Two Year Deal

- Year One: a 26p per hour increase to all rates of pay from July 3 2019. This equates to a 2.5% increase for the lowest paid, Driver 0-6 months (Contract B).
- Year Two: from July 2 2020, a further 19pph increase will be applied, equivalent to 1% (May 2020 CPI 0.5% +0.5%)

## STAGECOACH LANCASTER (MORECAMBE DEPOT DRIVERS)

Two-year pay deal increasing the conventional rate from £10.87 per hour to £11.50 per hour in four stages:-

- With effect from 1st December 2019, rates increase by 2.12%.
- With effect from 1st August 2020, rates increase by 1.35%.
- With effect from 1st December 2020, rates increase by 0.44%.
- With effect from 1st April 2021, rates increase by 1.77%.
- New Starter to Conventional Rate qualifying period reduced from twelve months to six months.
- Next negotiations will commence in 2021 for a 1st December anniversary date.

## SOUTHERN VECTIS

### Two Year Deal

- Year 1: 40p per hour (3.91%) increase.
- Year 2: 25p per hour (2.35%) increase from June 7 2020; followed by 25p per hour (2.3%) increase from 3 January 2021



# YOUR GUIDE TO BUDGETING AND SAVING MONEY:

Reduce your expenses cut costs and save yourself up to £3,696 per year

With household finances under mounting pressure in the current crisis, we've been forced to reassess our expenditure and cut back on everyday spending. Financial planning in the face of this can seem like a daunting task so we've condensed down essential steps to help you budget and save over £3,500 per year.

## START WITH A BUDGET PLANNER

A household budget is a plan that summarises your income and spending habits, so you have a clear idea of where your money is going.

We've created a simple to use planner that will allow you to quickly identify where you need to make cuts to help you manage your money more effectively.

Firstly, gather all your bills and last three bank statements, grab a calculator then visit [WWW.RMTPROTECT.COM/FREEPLANNER](http://WWW.RMTPROTECT.COM/FREEPLANNER) TO DOWNLOAD OUR FREE BUDGETING PLANNER to follow four simple steps:

- In the 'Income' section, list all sources of income coming into your household after tax (if you are using the printed

version, please also add all the income sources together and add the total to the 'Total Income' row below).

- Next find your last 3 bank statements and list your outgoings within the 'Expenditure' section (if you are using the printed version, please also add all your outgoings/ expenditures together and add the total to 'Total Expenditure' row above).

- If you are using the printed version, take your 'Total Expenditure' away from your 'Total Income' to work out your net "Gain/Loss".

- If your outgoings are higher than your income then it's important to review what expenditure you can cut or reduce.

REDUCE YOUR EXPENSES  
AND SAVE UP TO OVER £300  
PER MONTH –  
THAT'S £3,696 PER YEAR

## HERE'S HOW:

- Switch energy providers and you could save up to £300 per year. (Uswitch)
- Turn down your Thermostat by 1 degree this winter and save up to £80 per year
- Switch to energy saving light bulbs
- Don't leave appliances on standby. Switch off at the plug could save you £30 per year on average

| SAVINGS SUMMARY                             | MONTHLY SAVING | ANNUAL SAVING |
|---------------------------------------------|----------------|---------------|
| Switch gas and electricity providers        | £25            | £300          |
| Turn down your thermostat                   | £7             | £80           |
| Installing Room thermostat                  | £6             | £70           |
| Replace 2 bulbs with energy saving bulbs    | £6             | £70           |
| Turn off lights when not in use             | £1             | £14           |
| Don't leave appliances on standby           | £2             | £30           |
| Draught proof your home                     | £3             | £25           |
| Cut the fancy coffee                        | £34            | £408          |
| Pack your own lunch                         | £43            | £520          |
| Walk/Cycle or Car Share to work             | £30            | £362          |
| Switch from Standard Variable Rate Mortgage | £144           | £1,782        |
| Fitting a hot water tank insulation jacket  | £2             | £35           |
| <b>TOTAL SAVINGS</b>                        | <b>£303</b>    | <b>£3,696</b> |

- Draught proof your home
  - Cutting back on weekly coffee shop visits could save you up to £436 per year (based on 3 coffees per week at £2.80)
  - Taking lunch to work could save you £520 per year (based on average £2.84 daily spend)
  - Save at least £360 per year by walking or cycle to work
  - one day each week (or try five days and save over £1,700)
  - Switch to a better mortgage deal - from a Standard Variable Rate Mortgage and save up over £1,700 per year.
  - Visit <https://www.moneyadvice.service.org.uk/en/articles/why-it-paysto-review-your-mortgage-regularly>
  - Fit your water tank with an insulation jacket.
- For a full list of sources, please see page 14 of the FREE GUIDE on managing finances: [www.rmtprotect.com/free-guide](http://www.rmtprotect.com/free-guide)

## DOWNLOAD OUR FREE BUDGETING PLANNER

now at  
[www.RMTProtect.com/freeplanner](http://www.RMTProtect.com/freeplanner)

## OTHER WAYS TO SAVE

- **Embrace charity shops** – you'll be amazed at when you can find at a fraction of the cost
- **Switching to own-brand products** at the supermarket could prove a big saving on your weekly supermarket shop
- **Cut your mobile phone bill** – why not go SIM-only on your mobile phone tariff at renewal? These start from as little as £4.95 per month with some providers.

### GET ONLINE CASHBACK

Your union membership also gives you access to the free Union Rewards App which has cashback, discounts and deals at hundreds of online retailers. So if you're buying groceries, DIY or clothes shopping, make sure you're logged in to the Union Rewards App to get the most from your purchases. Best of all, there's even a free £10 welcome bonus\* for members to enjoy when they set up their account. If you haven't already, **download the Union Rewards App from Google Play or App Store today by searching "Union Rewards"**

### EARN CASHBACK ON YOUR SHOPPING

Your union membership entitles you to many shopping benefits, which include the RMT Prepaid Plus Cashback card. It's not a credit or debit card, it's a prepaid card. It means that money is loaded onto this card before shopping and cardholders can only spend what they load. It's a real money saver, offering unlimited cashback savings at popular retailers like Sainsbury's, Argos, Boots and many more. Using this card every day encourages conscious spending, and the cashback savings can easily

cancel out the £2.95 monthly admin fee. RMT Rewards is a trading name of Union Income Ltd who have arranged RMTrewards.com in conjunction with VAC Media Ltd. \*

Your free welcome bonus is paid once you reach your first cashback total of £15.00. Your cashback will be paid automatically to your registered account each time you reach a cashback total of £25.00.

With majority of retailers switching to card payments only – those without a payment card are left in a bind. A prepaid card is a way around that as there are no credit checks – VISIT [WWW.RMTPREPAID.COM](http://WWW.RMTPREPAID.COM) TO FIND OUT MORE.

## WIN £200 WITH RMT PREPAID PLUS

What's more – apply for an RMT Prepaid Plus and you will be entered into a prize draw TO WIN £200 LOADED ONTO YOUR PREPAID CARD!

All you need to do is apply for your RMT Prepaid Plus Cashback card before 31st December 2020 to be in with a chance of winning.

VISIT [WWW.RMTPREPAID.COM](http://WWW.RMTPREPAID.COM)  
TO GET YOURS

For full terms and conditions, visit [www.rmtprepaid.com/terms](http://www.rmtprepaid.com/terms). Unite Prepaid Plus is a trading name of Union Income Ltd who operate the Unite Prepaid Plus Cashback card.



# FIGHTING RACISM

## RMT station grades rep and Paddington branch member Robert Maisey recounts the struggle for equality for Asian members against racism

RMT general secretary Mick Cash joined representatives of Network Rail and Southeastern in unveiling a plaque last month dedicated to the memory of Asquith Xavier at Chatham station in Kent, where Xavier lived.

The ceremony, supported and attended by Xavier's family, commemorated the railwayman who, in 1966, successfully fought the racist colour bar preventing black guards entering service at Euston Station. The incident marked a turning point in race relations not only in our industry, but in the country at large, and soon afterwards the Labour government would bring in the 1968 Race Relations Act.

Xavier campaigned with the support of his local union branch in Marylebone, alongside his representative, the Irish communist and Spanish Civil War veteran Jimmy Prendergast. Despite having the support of his comrades locally, he was not simply fighting a racist policy within British Rail, but facing an uphill struggle against the ingrained racism within society, including within the union. What this shows is the crucial importance that individual RMT members and reps can have in driving forward the collective struggle for a more equal and just society.

Although Xavier's struggle was a watershed for equality on the railway, any BAME worker will tell you it was just the start, not the end of that struggle.

In the late 1960s, while



SOLIDARITY:(left to right) RMT general secretary Mick Cash, Nirmal "Nellie" Singh Sandhu and Sheik Kharas on the march

black migrant workers were asserting their right to fair treatment, and demanding the support of their unions to achieve that, Indian citizens of the commonwealth were arriving in Britain in increasingly large numbers.

These workers represented a generation of Indians born in the dying age of colonialism and raised to new horizons by the era of independence. Like many Indians of their generation, they were highly aspirational. The greatly improved access to education and unprecedented opportunities for social mobility brought about by a newly independent India shaped their lives.

And while the Indian diaspora thrives across the world, many Indians of their generation particularly wished to experience life in the country which had once claimed them as subjects of its

Empire, and for which their parents had fought in two world wars.

Despite the cruelties of the British Raj, there was (and remains, to some degree) a popular conception among Indians that England is a country defined by its sophistication and opportunities. However, the country which these Indian workers arrived in was the country of Asquith Xavier, not the country of the imperial high society.

Nirmal "Nellie" Singh Sandhu was a train driver at Paddington Station and a leadership figure among a group of Asian railway workers who fought their own struggle for racial equality on the railways. Nellie was a school teacher in his native Punjab, with two degrees in human biology and zoology under his belt. However, when he arrived in England in 1977 he

realised that career opportunities in education were closed to him so instead opted for a career in industry, as a freight guard on British Rail.

When his Southall depot closed in 1986, Nellie and a group of other Asian guards were made redundant. But unlike in today's world of casualised workplaces, assertive trade unions operated a system of national collective bargaining with British Rail, who were pressured into creating redeployment opportunities for laid-off workers. For example, the retirement of Britain's steam locomotives in the 1960s created a surfeit of redundant firemen, who – thanks to union efforts – were redeployed as guards, and formed the recruitment pool for the new generation of diesel train drivers.

In 1982, British Rail

proposed that freight service guards be removed in favour of Driver Only Operations (DOO). However, when freight guards proposed national strike action, they found themselves isolated and without support from passenger guards. Many of the latter believed that no such automation could ever impact them but a negotiated system was put in place similar to that being brought in during the transition to diesel, in which all guards would form the hiring pool for new drivers.

So in 1986, after Southall depot workers were made redundant, the guards could transfer to Paddington Station and, in theory, apply to become drivers. Four years later, 12 Paddington guards of Indian origin – including Nellie – did just that.

By a quirk of history, the aptitude testing centre for drivers was in Marylebone, Asquith Xavier's old workplace. As they arrived, some Paddington guards like Sheik Kharas noticed that many white guards had letters of recommendation from their managers which were handed directly to assessors. Between themselves, the Asian guards wondered why none of them had been offered any such letter.

But 1990 wasn't 1960, and the assumption was that the

explicit racism experienced by a previous generation was a thing of the past.

The Asian guards took the test in good faith. However, when they were all failed – despite many of them being senior to numerous white guards who had passed – they began to suspect direct discrimination had taken place. They took the issue to their union, which had at this point become the RMT, but found that the union leadership resisted pushing the case. Union leaders cited the presence of black drivers at Birmingham depots as proof that racial barriers no longer existed within the driver recruitment process.

After being fobbed off by their union, Nellie, Sheik and ten other workers turned to the Indian Workers' Association in Southall for help. The organisation referred the case to the Commission for Racial Equality (CRE), who met with the guards and subsequently agreed to begin legal action on their behalf.

This caused massive embarrassment within the union which had been seen to fail a militant section of its membership. The union's Assistant General Secretary Vernon Hince and National Executive Committee member Tony Donaghey – a veteran of the campaigns against the

colour bar in the sixties – arrived at a Paddington RMT branch meeting to personally apologise to the guards and request that the union be allowed to take the case back up. The guards refused the offer, but accepted a proposal that the union should be allowed to meet 50 per cent of the legal fees incurred by the CRE in pursuing the case.

The legal challenge forced British Rail to make a complete about-turn. The guards' assessment was reopened, and it was clear that they had been deliberately passed over. In an attempt at saving face, British Rail board chairman Bob Reed attempted to blame the situation on language issues, and an offer was made to the guards to retake the test with the option of sitting practice papers to familiarise themselves with the technical English they would encounter on the job. Six of them re-sat the test and four – including Nellie, Sheik and Sheik's brother Aziz – passed. In 1992, after a long struggle, they qualified as drivers.

Trade unions are not above society, they reflect it, including its prejudices. However, trade unions also contain the mechanism to change society, and move past those prejudices, and that mechanism is the collective advances won by the struggles

of our membership. Just as Asquith Xavier and Jimmy Prendergast fought against not just the employers, but against the ingrained racism of the unionised workers who had allowed the presence of a colour bar to continue; Nellie and the Paddington Guards forced their own union – our union – forward into taking greater responsibility for the equalities struggle.

What these stories tell us is that a strong, determined membership, led by strong, determined and politically conscious reps, can achieve huge progress within and through their trade union. Apart from in a few unpleasant cases, racism and hatred is not a faith which individual workers believe in. It is a habit learned from a system which benefits from working class people divided among each other. It is by striving together to collectively improve our circumstances that we learn to recognise our common experience as workers and as human beings.

Jim Prendergast knew that the struggle of black workers was his struggle, just as 30 years later the RMT was forced to see that the struggle of the Paddington Guards was the struggle of all railway workers.

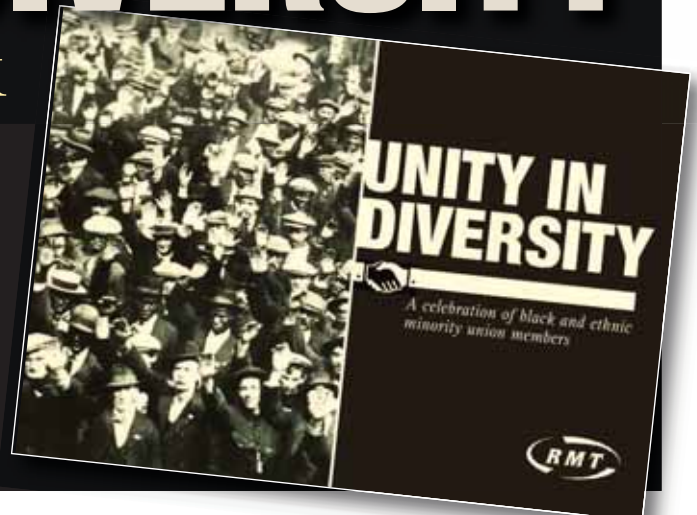
- In memory of Nirmal "Nellie" Singh Sandhu, 1952-2020. ■

# UNITY IN DIVERSITY

## A celebration of black and ethnic minority union members

RMT published a pamphlet to mark the 25th anniversary of the union's black and ethnic minority members' advisory committee and its annual conference.

Available from [jwebb@rmt.org.uk](mailto:jwebb@rmt.org.uk)



# REMEMBERING ASQ



## Plaque unveiled to honour NUR member Asquith Xavier in his home town

A plaque to commemorate the memory of British Rail guard Asquith Xavier who broke the colour bar at Euston station in 1966 was unveiled in the waiting Room at Platform One Chatham Station in Kent last month.

As RMT News reported in September Asquith Xavier was a Chatham resident and a Guard with British Rail and played a key role in challenging the racist colour bars on BR and was part of a wider issue that saw a massive change in the 1968 Race Relations Act.

RMT backed a campaign by

Asquiths' family to erect a plaque at his home station of Chatham and Southeastern and Network Rail contributed to it becoming a reality. The funding came from Southeastern, Network Rail and the local RMT branch.

Addressing the ceremony, RMT general secretary Mick Cash said that we should remember the brave actions of Asquith Xavier and those NUR officials such as Jimmy Prendergast who supported him in a campaign which eventually defeated the colour bar at Euston station.

"We owe so much to those



Camaelia Xavier-Chihota

# UITH



who challenged racism on the railway in an era when it was all pervasive.

"The union remains eternally vigilant in the fight against racism and it is important we remember Asquith Xavier and those trade unionists that blazed a trail for us over five decades ago," he said.

Asquith Xavier's daughter Maria Xavier spoke at the unveiling on the centenary of his birth.

"This plaque has helped shed light on his achievements within British race relations and employment law," she said.

Asquith's granddaughter Camaelia Xavier-Chihota also said that the plaque recognised how her grandfather overcame adversity and prejudice in the campaign for racial equality in Britain in the 1960s and acknowledges his legacy as part of modern-day history. ■

## President's column



# FIGHTING TOGETHER

A thought for everyone! Is the abuse of our email system to make statements for self gratification acceptable?

We must start fighting together!

What's right or what's wrong? Having decided this month to share my column. Please read what is below and consider that we as humans are responsible for.

Solidarity, Michelle

While RMT disabled members were meeting online on Friday 2 October, we were also watching the number of signatures rise on the petition in support of Osime Brown.

Osime was jailed as a teenager for stealing a mobile phone even though he didn't. Under 'joint enterprise' law, he was convicted just for being there. Osime is autistic and learning-disabled, and has been repeatedly let down by the education, care and justice systems. In a cruel twist, he faces deportation to Jamaica at the end of his prison sentence; a country he left with his family when he was four years old. Osime has no family in Jamaica, and no support system to meet his high needs.

By the afternoon of our conference, the number of signatures calling on the Home Office to cancel Osime's deportation passed one hundred thousand! RMT is supporting his campaign, as are several MPs and campaigning organisations including Neurodivergent Labour. You can add your name here: [www.bit.ly/osime-b](http://www.bit.ly/osime-b) <<http://www.bit.ly/osime-b>>

The Conference discussed many issues of concern to

disabled transport workers, and agreed a charter of demands to place on employers. We want accessible and mentally-healthy workplaces, adjustments when we need them, and to not be punished for disability-related absence from work. We want employers to put their avowed support for the social model of disability into practice, by identifying and removing barriers to disabled workers rather than seeing the worker as the problem.

We also resolved to campaign against anti-union laws which hamper our ability to fight for disabled workers' rights, and to support the use of sunflower lanyards for passengers with invisible impairments or conditions to signal that they might need extra help, on the proviso that transport companies employ enough staff to help them and train us in meeting their needs.

For more information about RMT's Disabled Members' Advisory Committee, email me [j.booth@rmt.org.uk](mailto:j.booth@rmt.org.uk) <<mailto:j.booth@rmt.org.uk>>

Janine Booth

Secretary, RMT Disabled Members' Advisory Committee

## DISABLED MEMBERS SPEAK OUT

# DEALING WITH COVID-19

The Covid-19 crisis has had a big impact on all of us. Here, four disabled RMT members tell how it has affect them.

### BECCA MASTERS

'this pandemic has been hard and there's still a long way to go'

I am a keyworker (a guard), but I'm also an extremely vulnerable worker. Having an autoimmune disorder and severe asthma means having to shield for twelve weeks. This is no easy feat, particularly with bipolar disorder as well!

The immense feeling of guilt tops the page, sat at home whilst your colleagues put their health at risk making sure other keyworkers can get to work via public transport. I'd much rather be at work, doing my part.

I'm trying to stave off depression and mania. After being episode-free for six months, I am now trying to keep busy. The idea of staying in for twelve weeks drains your emotions.

There are worries: about the next consultant appointment being cancelled, people not adhering to social

distancing, catching Covid-19. The worry of having to leave the house to have blood work done, collect medication, food and supplies; and having to homeschool your child.

When you're used to a routine, changes are hard. It's hard to stay at home. It's hard to combat the worry and boredom. It's hard to keep on top of your medication regime when you don't even know what day of the week it is.

### MARK STOKES

'my own kind of hell!'

As someone who has combined ADHD and autism, I need routine and work best with clear and plain instructions.

At present I'm living in my own kind of hell! The way I'm supposed to work my train keeps changing! We have been told not to walk the train, no cash sales, work from the cab, be two metres away, don't blow your whistle, sign on at home to find out if you're working!

I find it hard to not touch my face, I forget not to touch

things around me as I walk my train, and I fight to remember that I must wash my hands and use sanitiser (if I can find any).

How clean are the trains, mess rooms and depots? The thought of going to work not knowing what to expect makes me anxious, feel sick, uptight and depressed at times. As things have changed, there is a constant fear of making a mistake and finding yourself disciplined.

If it were not for the support of RMT and my fellow members, it would be totally unbearable. I would have hated to be on my own.

### KAREN MITCHELL

Extremely vulnerable, but not so shielded

I have Lupus, and my employer identified me as vulnerable straightaway. As an office worker, they facilitated me working from home, delivering office supplies to my house, retrieving things from my desk, being caring and compassionate.

My employer has a long

way to go to let its good intentions for office staff bleed through to frontline operational staff, but I can see things starting to swing.

As vulnerable shielded, I have been asked to stay indoors, to isolate myself from the rest of my household and rely on them to get what I need. But my partner is a key worker for the NHS – non-clinical, but in that environment day-in-day-out.

So my only means of support is expected to go to work and be confronted with exactly what I am being told to shield myself from.

The guidelines for shielding vulnerable people have not gone far enough.

### JULIE CRUSE

Meddling managers

As it became clear that Coronavirus was a real issue, I spoke with my managers, but no-one seemed to take responsibility or know what to do.

I was yet to see any cleaning regime that the Mayor was talking about, and a supervisor came in

coughing.

Next day, I followed the advice and isolated. When I phoned work, a manager asked about my symptoms, even though if you have an immunity condition, the advice is to isolate whether or not you are ill.

Then my employing manager emailed me that I should return to work! I contacted RMT, and thank god for reps Janine and Eamonn as later that day, I got an email from the head of my line, advising me I didn't have to attend work.

Then the government announced that it would send a letter to those vulnerable or high risk, to arrive by 29 March. My employer decided that only those with this letter should be shielding, but my letter did not arrive! After a lot of stress, thankfully my GP told me that they can add a special code to patients they think should be on the government

list, as many had been missed off.

### **WHAT YOU CAN DO TO SUPPORT DISABLED WORKERS' RIGHTS (WHETHER OR NOT YOU ARE DISABLED):**

- Challenge people when they say that Covid-19 is not that big a deal because 'only the elderly and people with health problems are at risk'. Disabled (and elderly) workers are no less important and valuable than anyone else!
- Support your RMT rep and branch in demanding that your employer does the right thing by disabled workers: makes reasonable adjustments for those at work; and does not pressure or penalise those who have to stay off work.
- Contact RMT's Disabled Members Advisory Committee:



Julie Cruise

RMTDisabledMembers@gmail.com. Join the RMT Disabled Members Facebook group. Get involved in our activities,

including online meet-ups, training and webinars, and downloadable materials to use at work.

# WORKING RIVER

## Songs and music of the Thames

GFTU and Folktree Recordings have come together to produce a CD of the untold story of working people of the Thames through music and song. Lightermen, bargemen, the match girls and dockers strikes, fishermen, smugglers, mudlarks and mutineers... It's all here in a wonderful 21 track musical journey. Also included is an illustrated 16 page booklet charting the history behind the music, all for just £12.99 (including p&p).



Available at [folktreerecordings.bandcamp.com](https://folktreerecordings.bandcamp.com) and [gftu.org.uk](https://gftu.org.uk)

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|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| KINGS CROSS BRANCH<br>NOMINATES<br><b>WAYNE MOORE</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE                  | WATFORD BRANCH<br>SUPPORTS<br><b>WAYNE MOORE</b><br>FOR REGION 10 NEC                                                       | NORTH MERSEY BRANCH<br>SUPPORTS<br><b>DARREN PILLING</b><br>FOR NATIONAL EXECUTIVE<br>COMMITTEE REGION 3                      | SOUTH LONDON RAIL BRANCH<br>NOMINATE<br><b>MILLIE APEDO-AMAH</b><br>FOR NATIONAL EXECUTIVE<br>COMMITTEE           |
| GREAT NORTHERN RAIL BRANCH<br>NOMINATES<br><b>WAYNE MOORE</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE          | GLASGOW 5 BRANCH<br>NOMINATES<br><b>ANN JOSS</b><br>FOR NEC POSITION FOR<br>SCOTLAND                                        | WIRRAL BRANCH<br>NOMINATES<br><b>DARREN PILLING</b><br>FOR THE NEC                                                            | WIGAN BRANCH<br>NOMINATES<br><b>STEVE SHAW</b><br>FOR THE NEC ELECTIONS                                           |
| EUSTON NO 1 BRANCH<br>NOMINATES<br><b>WAYNE MOORE</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE                  | ABERDEEN NO 1 BRANCH<br>SUPPORT<br><b>ANN JOSS</b><br>FOR NEC MEMBER FOR<br>SCOTLAND                                        | EAST SUSSEX COASTWAY<br>BRANCH<br>NOMINATE<br><b>MILLIE APEDO-AMAH</b><br>FOR THE NEC                                         | HOLYHEAD NO1 BRANCH<br>NOMINATES<br><b>STEVE SHAW</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE                  |
| BLETCHLEY AND NORTHAMPTON<br>BRANCH<br>NOMINATES<br><b>WAYNE MOORE</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE | WALTHAM CROSS & DISTRICT<br>BRANCH<br>NOMINATE<br><b>WALE AGUNBIADE</b><br>FOR THE LONDON AND ANGLIA<br>REGION NEC ELECTION | THREE BRIDGES BRANCH<br>NOMINATES<br><b>MILLIE APEDO-AMAH</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE                      | RAMSGATE WORKSHOP BRANCH<br>NOMINATES<br><b>MILLIE APEDO-AMAH</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE      |
| WILLESDEN RAIL BRANCH<br>NOMINATE<br><b>WALE AGUNBIADE</b><br>FOR THE LONDON AND ANGLIA<br>REGION NEC ELECTION    | WARRINGTON & DISTRICT<br>BRANCH<br>NOMINATE<br><b>STEVEN SHAW</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE                | LEWISHAM SOUTHWARK AND<br>DISTRICT BRANCH<br>NOMINATES<br><b>MILLIE APEDO-AMAH</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE | NORTH CLYDE BRANCH<br>NOMINATE<br><b>MARY JANE HERBISON</b><br>FOR THE SCOTTISH NEC<br>POSITION                   |
| EAST LONDON RAIL BRANCH<br>NOMINATE<br><b>WALE AGUNBIADE</b><br>FOR THE LONDON AND ANGLIA<br>REGION NEC ELECTION  | CAMBRIAN BRANCH<br>NOMINATE<br><b>STEVEN SHAW</b><br>FOR NORTH WEST AND NORTH<br>WALES NEC                                  | DARTFORD AND DISTRICT<br>BRANCH<br>NOMINATES<br><b>MILLIE APEDO-AMAH</b><br>FOR THE NATIONAL EXECUTIVE<br>COMMITTEE           | WISHAW & MOTHERWELL<br>BRANCH<br>NOMINATES<br><b>MARY JANE HERBISON</b><br>FOR THE NEC FOR REGION 1 –<br>SCOTLAND |
| SOUTH EAST ESSEX BRANCH<br>NOMINATE<br><b>WALE AGUNBIADE</b><br>FOR THE LONDON AND ANGLIA<br>REGION NEC ELECTION  | NORTH WALES COAST BRANCH<br>SUPPORT<br><b>STEVE SHAW</b><br>FOR NORTH WEST AND NORTH<br>WALES NEC                           | NORTH STAFFS BRANCH<br>NOMINATES<br><b>STEVE SHAW</b><br>FOR REGION 3 NEC SEAT                                                | LIVERPOOL SHIPPING BRANCH<br>SUPPORT<br><b>SEAN MISKIMMON</b><br>FOR NEC ELECTIONS                                |

## LETTERS

## EUSTON CALLING

Dear editor,

We live and work in very difficult times, and RMT is more needed than ever to protect our members. We must encourage those not in a trade union to join us in struggle to campaign for a safe public transport system for both staff and public use and is publicly owned in the best interest of our country's economy as well as our ecology.

It is therefore very pleasing that our recent branch meeting was attended by our local Reps in particular as well as our regulars.

We are a mixed branch covering most sections of the rail sector, and the role of our local reps is vital in organisation and representation in the difficult period during and following the pandemic, but they will need the support and backup of our branch; Regional Council as well as our Organisers, NEC and Officers at National Level.

It was made clear at the meeting that local reps and health and safety reps are the face of RMT at ground level and we are entering a crucial period where all the professional and active support is given to their respective members that they expect.

To ensure this backup is forthcoming Euston No1 branch officers will play their part as we have done in the past but if recent problems experienced by the workers on Serco Caledonian sleeper, DHL, Servest, Avanti West Coast to name a few are indications of what is to come in



the future will need our utmost efforts of support.

RMT is well known and respected as a fighting and democratic trade union and we have a job on our hands to live up to that. Unity is strength and Euston branch will play its part, so let's go forward and do it.

Kathy Mazur

Euston No1 branch secretary

## UNPRECEDENTED TIMES

Dear editor,

We are living in unprecedented times. Sometimes, the world we live in seems surreal. But the one constant thing has been the dedicated work done by the RMT rep. Our telephones, as usual, are always switched on, all messages and emails answered. As transport workers, we have gone to work as normal, although our working day cannot be classed as normal. The RMT reps have ensured that members are safe at work.

Meetings with managers have been conducted by telephone, email or Zoom, but they have made sure members are protected in their workplaces. Some managers are still working from home, something our members are not able to do.

As this global pandemic looks likely to continue for some months yet and we are reaching Flu season, the concerns of our members will still be dealt with by reps. I think it is important these reps are acknowledged and supported to help them continue their vital work representing members in their workplaces.

Regards

Mary Jane Herbison

## 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.



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# CROYDE BAY CALLING

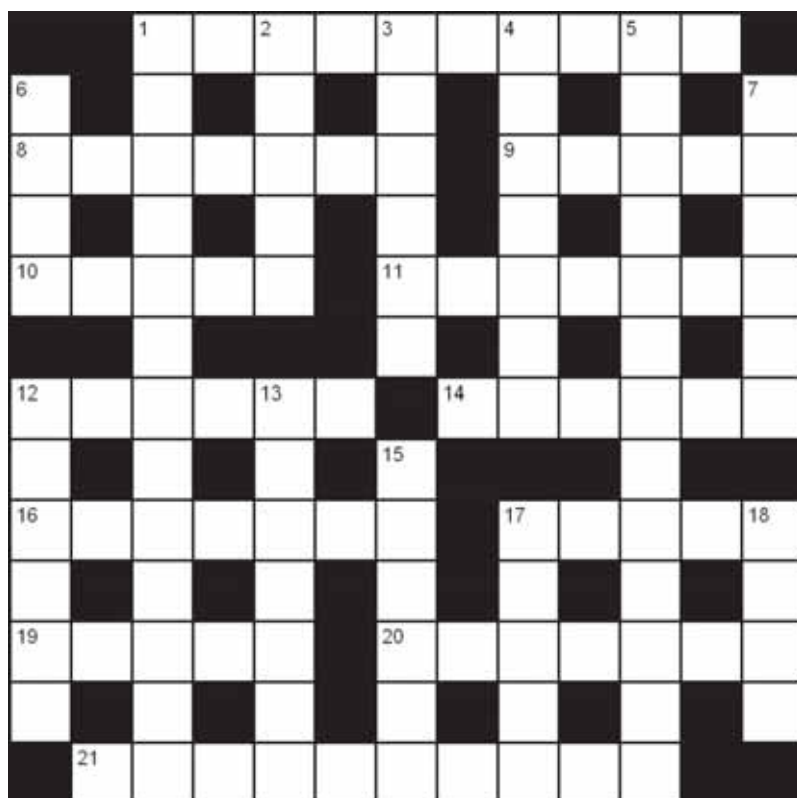
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## £50 PRIZE CROSSWORD



### Last month's solution...



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

Winner of last month's crossword is John Davis, Poolwe, Achnasheen.

Winner and solution in next issue.



Crossword sponsored by UIA

### ACROSS

- 1 Semiconductor device (10)
- 8 Oozing (7)
- 9 Occurrence (5)
- 10 Result (5)
- 11,6 down, Eire (7,4)
- 12 Exit (6)
- 14 Treacly (6)
- 16 Art lover (7)
- 17 Narrow hill (5)
- 19 Hawaiian hello (5)
- 20 Intoxicating liquid (7)
- 21 Easily seen (10)

### DOWN

- 1 Hidden store (8,5)
- 2 Spiny plant (5)
- 3 Long pin (6)
- 4 Stage set (7)
- 5 An excess (14)
- 7 Indigestible (6)
- 12 At the same time(4,2)
- 13 The slow escape of liquid (7)
- 15 Return to normal (6)
- 17 Undergone rehabilitation (5)
- 18 Girl's name (4)



# RMT CREDIT UNION LTD.

Finance Department, Unity House, 39 Chalton Street, London NW1 1JD

MEMBERSHIP NUMBER

## RMT CREDIT UNION APPLICATION FORM — please complete your application along with the attached Direct Debit.

Please use **BLOCK CAPITALS** and **black ink**.

### 1 PERSONAL DETAILS.

|               |  |                           |  |
|---------------|--|---------------------------|--|
| Surname       |  | Address                   |  |
| Forename(s)   |  |                           |  |
| Home phone    |  |                           |  |
| Mobile phone  |  | Postcode                  |  |
| Email address |  |                           |  |
| Date of Birth |  | National Insurance Number |  |

2 **Marital Status** married ☐ partner ☐ single ☐ divorced ☐ **Drivers Licence No.**

### 3 Your Employment.

|                 |  |            |  |
|-----------------|--|------------|--|
| Employer        |  | RMT Branch |  |
| Job Description |  |            |  |

4 **Mr** ☐ **Mrs** ☐ **Ms** ☐ **Miss** ☐

### 5 Membership Status

RMT TU Member ☐ Retired RMT TU Member ☐ RMT Family Member ☐

6 **How much do you wish to save £**  This is the amount you wish to save by Direct Debit monthly on the 28th ☐ or date you next get paid weekly ☐ if 4 weekly (Fri) ☐ date here.....

7 Normally your payments are made once a month (28th) to RMT Credit Union Ltd.

8 **Next of Kin** .....

**Address** .....

.....  
.....

9 **I undertake to abide by the rules now in force or those that are adopted.**

Your signature

**We are checking new member identification electronically. To do this, we now carry out searches with credit reference agencies who supply us with relevant detail including information from the Electoral Register. The searches will not be used by other lenders to assess your ability to obtain credit.**

**I agree to my identity being checked electronically** ☐

*If we cannot verify your identity and address by this method, we will ask you to provide paper documentation instead. Full details of these can be supplied to you by calling 020 7529 8835.*

Date

/ /



## Instruction to your Bank or Building Society to pay by Direct Debit



Please fill in the whole form including official use box using a ball point pen and Send to: RMT Credit Union Ltd., 39 Chalton Street, London NW1 1JD

Name and full postal address of your Bank or Building Society

|                 |                       |
|-----------------|-----------------------|
| To: The Manager | Bank/Building Society |
| Address         |                       |
|                 | Postcode              |

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

Reference Number

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This is not part of the the instruction to your Bank or Building Society.

Instructions to your Bank or Building Society.

Please pay RMT Credit Union Ltd Direct Debits for the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with RMT Credit Union Ltd, if so, details will be passed electronically to my Bank/Building Society.

Signature(s)

Date

Banks and Building Societies may not accept Direct Debit Instructions from some types of account

This guarantee should be detached and retained by the Payer.

### The Direct Debit Guarantee

- This Guarantee is offered by all banks and building societies that accept instructions to pay Direct Debits.
- If there are any changes to the amount, date or frequency of your Direct Debit RMT Credit Union Ltd will notify you seven working days in advance of your account being debited or as otherwise agreed.
- If you request RMT Credit Union Ltd to collect a payment, confirmation of the amount and date will be given to you at the time of the request.
- If an error is made in the payment of your Direct Debit, by RMT Credit Union Ltd or your bank or building society, you are entitled to a full and immediate refund of the amount paid from your bank or building society. — If you receive a refund you are not entitled to, you must pay it back when RMT Credit Union Ltd asks you to.
- You can cancel a Direct Debit at any time by simply contacting your bank or building society. Written confirmation may be required. Please also notify us.





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