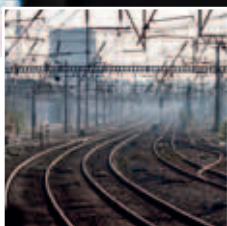


RMT *news*

Essential reading for today's transport worker

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www.rmt.org.uk

WORKING FOR YOU

RMT membership helps you at work and saves you money

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

COLLECTIVE BARGAINING

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

CAMPAIGNING

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

PERSONAL INJURIES

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

INDUSTRIAL DISEASES

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

EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly dismissed, discriminated against or have any claim which has reasonable prospects of success at an Employment Tribunal, RMT will provide

legal representation and pay the fee. Even if the union is advised that the claim is unlikely to succeed, members who make a claim are eligible to receive free legal advice.

ACCIDENT BENEFIT

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

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

RETIREMENT BENEFIT

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

TAX AND WILL PREPARATION

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

DEMOTION COMPENSATION

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

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

ORPHAN FUND

The beneficiaries of this fund would be any child of a member or spouse if the member dies in service or if a members' spouse dies and the member has responsibility of the children.

Benefit is paid while a child is

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

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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

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EDITORIAL



STRIKE

Over 4,000 striking station and revenue control staff have shown the way by shutting down London Underground earlier this month in a show of strength to oppose pension attacks and job cuts. The effectiveness and industrial power of these members cannot be underestimated.

RMT is also balloting all other LUL grades against jobs cuts, attacks on pensions and terms and conditions. Previous strike action taken by in March has already pushed back their timetable for pension attacks.

Churchill cleaners are also leading the way with five days of strike action earlier this month and Avanti West Coast Cleaners and Transpennine conductors also held joint picket lines.

Now Rail workers across Network Rail and the train operating companies will be taking action this month in the biggest endorsement for industrial action by railway workers since privatisation.

All these actions are a vindication of the union's approach that has sent a clear message to employers and this government that members want a decent pay rise, job security and no compulsory redundancies.

If we do not take this action then rail bosses will have a free run to simply slash jobs, shut ticket offices, abolish collective bargaining and rip up terms and conditions won over generations in

the relentless drive for profits in order to syphon money out of the industry.

Following the illegal sacking of 800 seafarers by P&O Ferries global union bodies have filed a complaint at the United Nations International Labour Organisation over UK government's 'unenforceable' laws that are clearly failing to protect workers.

Trades unions clearly require the right to apply for an injunction to prohibit illegal dismissals from taking effect and legislation to establish sector-wide collective bargaining between unions and employers in respect of all ferries serving ports in the UK.

Every grade of transport and energy worker we organise is facing the same common enemy which has clearly decided that the workers must pay the price for this crisis.

We are not alone. The TUC has recorded over 300 industrial disputes around 'fire and rehire' and low pay this year already. The trade union movement needs to unite and support each other as our many struggles all amount to the same thing, to defend workers against an increasingly rapacious capitalist class intent on driving down wages and taking away rights that have been won of generations. Our future is in our hands.



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

TUBE STRIKE SHUTS LONDON UNDERGROUND



All LUL grades being balloted for strike action and papers must be returned by June 23

Over 4,000 striking station and revenue control staff shutdown London Underground earlier this month in a show of strength to oppose pension attacks and job cuts.

Trains remained in depots across the network and RMT activists reported huge attendances at picket lines despite heavy rain across the capital.

600 station staff jobs will be lost if Transport for London (TfL) plans go ahead and RMT members face huge detrimental changes to their pensions and working conditions.

RMT general secretary Mick Lynch congratulated members on London Underground for taking strike action in defence of their pensions and jobs.

"The effectiveness and

industrial power of these members cannot be underestimated.

"TfL, LUL and the Mayor of London have had ample opportunity to negotiate with the union properly to avert strike action, yet their intransigence and stubbornness have left RMT members no choice but to act decisively.

"We will not rest until we have a just settlement to this dispute, and we urge the Mayor to stand up to the Tory government who are cutting funding to TfL rather than try to pick a fight with tube workers," he said.

LUL wants to cut 600 CSA jobs to simply save money. It is a return to their mis-named 'fit for the future' proposals. Six hundred happens to be the number of jobs the union won

back after strikes in 2015 and 2017.

The cuts translate to a loss of over 40 of CSAs at some of the biggest stations leading to a massive increase in lone working in the outer zones.

Station staff face a huge increase in extreme shifts and cuts to cover will mean more fragmented rosters and difficulties getting leave or accommodating rostering requests.

For members on the Special Requirements Team (SRT) and Revenue grades it is even worse with a flexible framework to be imposed.

The proposal would require these members to work anywhere across huge areas covering rostered duties wherever needed.

Short notice duty changes

would become routine in the new proposed arrangement. SRT members will have cover weeks and extreme turns imposed onto their rosters.

RE-BALLOT

RMT is also presently balloting all grades on London Underground to gain assurances that there are no jobs cuts, no attacks on pensions and no changes to the terms and conditions in RMT agreements.

Strike action taken in March has already pushed back the timetable for pension attacks but all options including increased contributions and reduced benefits are under consideration.

The re-ballot opened in late May and papers must be returned by 23 June ■

CLEANERS AND CONDUCTORS UNITY

Avanti West Coast Cleaners and Transpennine Conductors held joint picket lines earlier this month



Labour Cumberland councillor Jeanette Whalen joins the RMT Atalian Servest Cleaners picket line outside Carlisle Citadel Station



Striking Atalian Servest Cleaners outside Alstom's Wembley Traincare depot in North London



Striking RMT Atalian Servest cleaners at Crewe



Joint RMT Atalian Servest cleaners and Transpennine Express Conductors strikers picket lines outside Glasgow Central Station



RMT Transpennine Conductors at York on their picket line



RMT Transpennine Express Conductors picket line Newcastle



Striking RMT Atalian Servest Cleaners join Striking Transpennine Express Conductors on the picket lines outside Manchester Piccadilly



OVER ONE THOUSAND TICKET OFFICES AT RISK

RMT has revealed plans by the rail industry for mass closures of ticket offices across the network, with over 1,000 ticket offices at impending risk of closure.

RMT understands that government has amended its guidance relating to changes to ticket office opening hours clearing the way for train operating companies to seek to cut or close the majority, if not all, ticket offices at rail stations across the country.

Such far-reaching ticket offices cuts reflect the train

companies' goal of slashing thousands of station staff jobs. This will make the railway less safe, secure and accessible and create a 'muggers paradise' across the network.

RMT has launched a massive public and political campaign to fight any short-sighted and damaging attacks and will be taking our message to passengers and politicians that they need to act now to protect their ticket offices.

RMT general secretary

Mick Lynch said that the rail industry had made no secret of its goal of closing all ticket offices, and the floodgates have now been opened for an annihilation of ticket offices across the network.

"Ticket office staff not only enhance the passenger experience, but they ensure our railways are safe, secure and accessible.

Wholesale ticket office closures would be disastrous for passengers and leave our railway deserted. Disabled and elderly passengers will be

particularly affected.

"Attacks on ticket offices are solely about cutting costs to protect the profits of the private rail operators and treat passengers with complete disdain.

"Make no mistake, RMT is ready to use all means at our disposal to fight any attacks on ticket offices, we will be launching a widespread public and political campaign to protect ticket offices and our station staff members' jobs," he said.

■



VOTE YES FOR STRIKE ACTION AT GTR

RMT is balloting members for strike action at Govia Thameslink Railway (GTR) which runs the Thameslink, Great Northern, Southern and Gatwick Express airport services.

Your cost of living is soaring while much of the rail industry is making big profits. They also want to attack your hard-won conditions of employment.

The ballot opens on June 17 and closes on July 8 so don't forget to vote.



TIME TO STRIKE

Rail and tube workers, over half of the union's membership, take strike action this month

RMT is launching the largest national strike action since 1989 across the railway network involving over 50,000 railway workers.

The union will shut down the country's railway network on 21, 23 and 25 June, due to the inability of railway employers to come to a negotiated settlement with RMT.

Network Rail and the train operating companies have subjected their staff to multi-year pay freezes and plan to cut thousands of jobs which will make the railways unsafe.

Despite intense talks with the rail bosses, RMT has not

been able to secure a pay proposal nor a guarantee of no compulsory redundancies.

In a separate dispute over pensions and job losses, London Underground RMT members will take strike action on June 21.

RMT general secretary Mick Lynch said that railway workers had been treated appallingly and despite the best efforts of the union in negotiations, the rail industry with the support of the government has failed to take their concerns seriously.

"We have a cost-of-living crisis, and it is unacceptable for railway workers to either

lose their jobs or face another year of a pay freeze when inflation is at over 11 per cent and rising.

"Our union will now embark on a sustained campaign of industrial action which will shut down the railway system.

"Rail companies are making at least £500m a year in profits, whilst fat cat rail bosses have been paid millions during the Covid-19 pandemic.

"This unfairness is fuelling our members anger and their determination to win a fair settlement.

"RMT is open to meaningful negotiations with rail bosses and ministers, but they will

need to come up with new proposals to prevent months of disruption on our railways," he said.

In a message to RMT members Mick Lynch warned: "Your cost of living is soaring – inflation, national insurance and bills have all increased. Your pay has been frozen while much of the rail industry is making big profits.

"Your employer won't guarantee your job security and wants to attack your hard-won conditions of employment. You have been a key worker during the pandemic – you deserve better," he said. ■



STRIKE: Churchill cleaners take action

CLEAN UP THE RAILWAYS!

Cleaners are taking strike action to demand decent wages, sick pay and the insourcing of services

RMT cleaners at Churchills and Atalian Servest took strike action this month as part of the national campaign to win better wages and conditions and sick pay for their grade of transport worker.

The rail industry often claims that Britain's stations and trains are being cleaned more regularly, while the enhanced profile of cleaning has led to government praise for cleaners and extensive PR operations by companies aimed at persuading passengers that they are prioritising safety.

Yet behind the PR and the praise, cleaning on the railways is overwhelmingly outsourced. More than 30 cleaning operations on the rail franchises and open access operations that had been outsourced while manufacturers of newer rolling stock like Alstom, Bombardier and Hitachi, who have contracts with the TOCs to maintain its vehicles, outsource the deep cleaning of rolling stock in their depots.

This has created a low paid cleaning workforce and often leads to a thinning out of

cleaners as companies strive to cut costs and create profits in a labour-intensive industry. As well as being unfair to cleaners, this has public health consequences.

Research based on outsourcing cleaning in the hospital sector shows that outsourcing contracts produce worse public health outcomes as a result of the pressure to cut costs and jobs.

The mythology of outsourcing is that it brings greater efficiency and saves money. But the costs of outsourcing contracts commonly overrun. The rail industry is no different. Network Rail's spending on outsourced cleaning appears to be far in excess of the bid values.

Payments to Mitie and Interserve are more than double the value of the bids submitted and profit leakage from the contracts is likely to be in excess of £16 million over the contract so far (See Table).

RMT research into cleaning on the rail network, combining direct approaches to the Train Operating Companies and surveys of cleaners reveals behind the impressive sounding PR statements, the reality of outsourced cleaning is much more worrying:

- While guidance on minimum standards for cleaning frequent touch points is largely being adhered to, many companies are not conducting more frequent deep cleans of trains or stations.
- More than a third of cleaners are still worried that they are not getting the right PPE.
- Train Operating Companies don't know or won't say how many cleaners are working on their lines.
- Almost half the cleaners working on the network don't think they have enough staff to do their jobs properly.

CONTRACT VALUE ESTIMATES AND BIDS - NETWORK RAIL FACILITIES SERVICES

Contract lot	Contract duration	Contractor	Contract value (£)	Bid value (£)
Lot 1: (Stations North)	2017-22	Mitie	42,000,000	30,000,000
Lot 2: (Stations South)	2017-22	Interserve	83,000,000	62,000,000
Lot 3: (Operational buildings – North & Scotland)	2017-22	Mitie	15,000,000	7,000,000
Lot 4: (Operational Buildings – South)	2017-22	Mitie	15,000,000	2,400,000
Lot 5: (Operational buildings - Inside M25)	2017-22	Mitie	13,000,000	3,100,000
Total			168,000,000	104,500,000

26 Source: Services - 74123-2017 - TED Tenders Electronic Daily (europa.eu)

- One third of cleaners said that the number of cleaners had fallen in the last three years while one in five reported they had fallen since the pandemic broke.
- In spite of the essential and dangerous nature of their work, cleaners are still low paid and poorly treated, being paid on or around the National Minimum Wage and lacking sick pay.
- Most cleaners don't believe that their employers put public health concerns first, either prioritising their contractual obligations or putting cost-cutting first.
- An overwhelming majority of cleaners would prefer to be employed in house and believe that passengers would benefit.

Evidence from the train operating companies and from cleaners themselves strongly suggests that far from running an improved cleaning service the rail industry is continuing to run on the basis of 'business as usual', operating an outdated model of 'outsourcing' supposedly 'non-core' services which leads to cost-cutting and jeopardises the safety of public transport.

The rail industry now has an opportunity to make major improvements that would benefit cleaners and create a more integrated cleaning

service capable of achieving higher cleaning standards. The Rail Industry Recovery Group's Enabling Framework Agreement includes a commitment to "carry out a review and benchmarking exercise to include the full employment costs of cleaning and catering contracts to determine whether it is better to bring these contracts in house, recognising that insourcing could require new pay structures and work design".

This follows the Mayor of London's announcement that he is conducting a review of TfL's outsourcing of cleaning on the Underground, the subject of an earlier RMT

report

RMT believes that the Rail Industry Recovery Group review should recommend the insourcing of all cleaning to the contracting authority:

- The Train Operating Companies should insource their cleaners as Scotrail and Transport for Wales have already done
- Network Rail should bring its entire station and estates cleaning service in-house as the contract ends in 2022
- The RIRG should agree a package of measures to improve pay and conditions for cleaners and raise cleaning standards ■



REPS: Churchill cleaning reps Idallecio Santiago and Rose Aweah visit Unity House with RMT president Alex Gordon



SOUTH DEVON BUS BRANCH

Bus workers meeting in Paignton demonstrate how the branch is the cornerstone of the union

South Devon Bus branch is a hive of activity as branch officials prepare for their first ever hybrid meeting with members in the room and many others joining on-line.

It is a nervous time as branch secretary Jules Tobin and assistant branch secretary Craig Garrett adjust the technology to make this happen and a cheer goes up as the big screen flickers into life and it's all systems go.

Slowly members appear on boxes on the screen to join the 20 members or so in the room including national executive committee member

for the south west Dave Goad who has travelled up to join them from Plymouth.

Although Dave is a rail worker, he is committed to representing bus workers and made a passionate contribution on the need to fight for a professional wage for professional bus workers.

"We want to fight for bus workers as much as any other grade and we don't want you to feel like a forgotten workforce.

"We support your aspiration of £15 an hour for bus workers and we will do everything in our power to

make it happen. This may not happen overnight, but we must make that our aim," he said.

Branch delegates appreciated his contribution but re-iterated that they needed more support from the union.

One delegate pressed the importance of getting younger people involved in the branch.

"We have young activists here tonight and that is encouraging but they need to be nurtured to give them the confidence to stand up for themselves and their work mates," he said.

Given the cost-of-living crisis faced by millions of workers, pay was clearly the main topic of discussion. Delegates agreed that the given rocketing inflation the union should be asking for RPI plus in any pay rise.

Jules Tobin gave a comprehensive report on upcoming pay talks laying out how negotiators had made plain to the employer that the five per cent currently on offer was not acceptable.

Delegates also outlined other local issues that made it hard to make ends meet including huge bills for water

rates in the region.

"Everything is going up in price, but our wages simply do not keep pace with it and we need a decent pay rise," one delegate said.

Jules went on to deal with the hot topic of rosters head on with a robust explanation of how branch officials were dealing with a difficult subject.

"Rosters have been terrible for years and we take it very seriously.

"We have had to remind the company of agreements going back 20 years and we are not prepared to watch the erosion of conditions.

"With that in mind we have introduced a 17-point checklist including the need for longer breaks, less changes of buses etc to ensure rosters are acceptable. When these are not met we go back and ask for the to be re-examined.

"We may not get everything we want but if keep the pressure up we can make progress in all locations with your input," she said.



An equally robust and lively debate followed which revealed just how engaged members were in their branch.

It is going to be a busy year for South Devon Bus as they have volunteered to host next year's bus workers conference in Torquay in April next year.

Retired bus worker and RMT branch stalwart Dave Gilby has stepped forward to offer his

experience in organising conferences including the annual general meeting of the whole union in 2013 in Torquay.

"I am proud of this branch and its commitment to represent bus workers.

"We have outstanding branch officers and it's in safe hands.

"We would like to see a

maximum turnout at next year's organising conference for bus workers and where better to have it than here in Devon," he said.

South Devon Bus is a shining example of just how important branches are in shaping policy and letting the union know what the priorities should be whatever grade of transport worker you may be ■

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ORGANISING OFFSHORE

Organising conference for offshore grades meet in Aberdeen to discuss priorities

RMT's biennial national industrial organising conference for offshore grades took place amid growing unrest over pay and conditions in the North Sea.

RMT national secretary Darren Procter told the Aberdeen gathering: "There's currently more food banks than branches of McDonalds. We've got an opportunity as a trade union and communities need to acknowledge what trade unions are all about".

Conference also took place on International Day of Women in Maritime and Darren welcomed women delegates as examples of the female activists asserting their place in a traditionally male-dominated sector and Nikki Wood was elected conference chair.

RMT regional organiser Jake Molloy highlighted that "safety and industrial relations are always going to be inextricably linked" - in spite of bosses' insistence otherwise.

In a motion that will be submitted to RMT's AGM, delegates unanimously endorsed a call for an end to three-week tours of duty offshore. Ronald Dickson, energy branch said: I've been offshore over 30 years I was



lucky enough to work two [weeks on] and three [weeks off]. It was only a few years and it was brilliant: perfect work-life balance.

"If you asked most of my colleagues they'd be glad to work three weeks - it's delay after delay after delay. Some of these guys are working roughly a month, trip after trip after trip. We're on about fatigue here, these guys are absolutely knackered.

"The guys are dying to go back to two and three. Every time they need to make cuts, they always go for the easy option: the working man".

Jake Molloy said: "Just before the pandemic started I went to a meeting of the HSE who were scheduled to start a

study of workplace fatigue. That never started and there's plenty of scope to push this, it fits with the FFS campaign on standardisation".

Ronnie McDonald argued that though there had been little research on the connection between extended tours, fatigue and performance in the oil and gas sector, the union should look to the extensive research conducted by the armed forces on similar issues.

"I recommend the RMT fund authoritative research on this issue to the appropriate level," he said. He also said it was wrong for the motion to describe the shift to "three and three" as an "efficiency saving", noting: "The

motivation wasn't to improve efficiency, it was to cut costs".

Delegates called on the union to ascertain the "specific training requirements" for workers on offshore wind farms who are contracted on an ad hoc basis - rather than employed directly. David Duboff, Southampton Shipping said that this should break down the different requirements for divers, riggers and other trades and whether there was a difference in requirements for those accessing turbines and between sites.

The passage of the motion followed contributions on the missed opportunities of the so-called "just transition" from fossil fuels to

renewables, the screening of a new documentary film on the subject, produced by the NGO Platform. Darren Procter reported an "increased membership in renewables" but was sometimes finding "an anti-union profile among the workforce", acknowledging: "The trade union movement hasn't been involved with renewables from the very start".

He also highlighted the difficulty for workers transitioning to renewable energy jobs given the paucity of employment, lesser pay and worse conditions in the sector. "When you go to renewables sites and start talking to the technicians, they're on minimum wage."

David Duboff asked: "Is there any breakdown as to whether these are permanent jobs or ad hoc jobs for the construction phase? From my experience on the wind farms that's the only labour intensive part."

RMT regional organiser Jake Molloy replied: "Clearly we need political will and regulatory primary legislation to protect that workforce".

In his address to the conference, RMT general secretary Mick Lynch said: "The opportunity we had with offshore energy compared with what our neighbours have done with offshore energy, when we could have changed the country, changed society and gone to a modern economy, gone to a progressive society, like many of the Scandinavian countries - compared to what we chose to do, we wasted all that on de-industrialisation rather than creating opportunity.

"We wasted all that by directly subsidising the dole from the North Sea. I also think our union has lost that opportunity, because of competition and because of collaboration.

"This just transition idea, everybody can describe what it is but nobody has seen it - because it doesn't exist."

He expressed his hopes that "the wave of the industrial action in our union which started in our bus sector last year" and is now set to take a huge proportion of the rail membership on strike could spread across the union.

"The trade union movement and the labour movement has got to get out of head offices, got to get out of their bunkers and conferences, and get into the workplaces.

"RMT will have no favourites among politicians, where they help us we will say thanks for your help. But if you go against our people, we will be going against you".

Delegates unanimously endorsed a call for a ban on maximum divers' excursions, following a report that 71 per cent of divers felt ill after taking part in these. Carlton Jacobs, energy branch said that there was a "lack of regulation" in the UK compared with other countries such as Norway. "These practices can cause bubbles to form in the diver's blood," he explained. "Symptoms can affect various parts of the body, most worryingly the brain.

"You're just struggling along in a shit state trying to support your family and keep diving or worse, you're dumped on the scrap heap. We know the Norwegian system greatly reduces harm to the diver, so we should adopt this system.

"These small changes cost nothing and will make no difference to the companies' profits. Divers are not stunt men, they are fathers, sons and partners. The ones exposed to these practices are in a shit state and they need our help," he said.

Conference also backed a call for diving companies to "increase and standardise the stabilisation period post blowing down into saturation". The motion said that such a step could "achieve the elimination of additional

physical and mental fatigue prior to carrying out diving operations".

A further resolution called for an amendment to Health and Safety Executive regulations to ensure diving supervisors are properly qualified. David Duboff said: "It's an anomaly, in an industry

a crash," he said.

Alan Pottage briefed delegates on the organising unit's role in supporting activists in the workplace. "What we try and do is to help activists - people like yourself - to get as many people organised in the union as possible. If we look back to



Mick Lynch



Jake Molloy and Derrek Procter

where divers are being asked to show more and more qualifications, some duplicated, that to supervise a dive merely requires a letter of appointment from a diving contractor".

Jake Molloy updated delegates on a recent proposal from the Civil Aviation Authority to beef up emergency breathing system training ahead of helicopter flights. "The focus should be on keeping the bloody things in the air rather than surviving

the union before we had this strategy, we were a union in trouble."

"Roughly 900 workers have gone, and roughly 600 have been recruited. How do we evolve our strategy to make it better? We do have to make changes and we do have to re-vitalise our methods.

"It's no use just turning up with a membership form. You've got to have a strategy, you've got to have a plan, you've got to map the workplace," he said. ■

FIGHTING FOR CLEANERS

RMT's organising conference for cleaners meet in Blackpool to discuss pay campaign

"Some of the strongest fighters we have in our membership are in cleaning contracts, and they don't get the recognition they deserve," RMT senior assistant general secretary Eddie Dempsey said in his address to the union's national industrial organising conference of transport cleaning workers.

"It's great to see so much of this conference in dispute fighting to achieve better terms and conditions."

Meeting amid strikes of Atalien Servest cleaners on the nearby Avanti West Coast route, and with striking Churchills cleaners in attendance too, delegates heard rousing calls to extend

existing disputes across cleaning contracts. "Wherever there's a Churchills and a Mitie and an Atalien Servest, we're going to haunt them out of the industry," Eddie Dempsey said. "We have a number of companies who circle the railway operators like vultures".

Freedom of Information requests have highlighted crucial government priorities for railway cleaning, which RMT believes are the key to exercising leverage in disputes with employers: cab cleaning, waste removal and toilet tanks. Calling for "co-ordinated strike action to interrupt those key pressure points", Eddie added: "One of the biggest

weapons the employers have got is disunity".

In the current Churchills and Atalien Servest disputes, delegates raised concerns over management tactics at certain stations, including managers instructing workers to not engage with visiting union reps. Alex Jordan, St Pancras said: "The problem at London Bridge is that we have a management team that is very aggressive against the union".

Delegates unanimously resolved that the union should "negotiate with all outsourced companies to simplify the payslips provided to staff". Bella Fashola, Hastings and Tonbridge said: "There have

been many incidents of payment shortages as these are not always easy to spot, and the company may be getting away with underpaying their workforce. Due to the large diversity and ethnicity of the work force the pay slips need to be easier to understand. This will help alleviate the problem with wage shortfalls".

A motion calling for quarterly national cleaners' assemblies held online - open to all cleaner members - was also carried at the conference. These would be convened by the conference's liaison committee. The same motion made the case for a national cleaners' e-newsletter to



update the industrial sector on developments.

Marian Dmitrov, Central Line West said: "If we meet often, whether physically or not, we can organise better - which is the key. Every battle, every success we need to show to everyone, to find out how it actually happened".

Amen Charles, Euro Passenger Services argued: "I want to believe this is a step in the right direction. I don't believe it will be replacing any operation on the group at the moment, it would rather enhance it. To be informed is to be equipped for any battle and any dispute.

"We need to go back and have a re-think about how to bring this union closer to the grassroots".

Eddie Dempsey noted: "It's seeking to establish a combine for the different activists and reps from different companies and come together regularly to discuss your issues".

And Marian Dmitrov clarified: "This doesn't replace another policy - this is just another tool".

Delegates also called for the union to campaign for technology payments and thorough training for cleaners expected to use systems such as PTS and Shore Supply. Colin Stewart, Plymouth 1 said: "Members have to do this motion in their own time. It should be paid training, the same sort of scenario as you get for rep training. You're just getting a bum deal. Some of us are quite skilled people so we deserve a better pay rate."

Delegates also highlighted safety and wellbeing concerns over lack of access to station facilities. Stacey Eastwood, Preston said: "In the office, the manager always kicks us out when there's meetings and leaves us standing on the platforms."

In a motion to be submitted to RMT's AGM, the conference is calling for ABM cleaners to be "supported with propaganda in parity with the quality of materials used for

the recent Churchill cleaners dispute" when they themselves go into dispute with the employer.

Roy Osarogiagbon, Jubilee South said: "We are looking for full support, for the union to show we have the support like Churchill.

"We are outsiders. All the companies are just there for themselves, to exploit us. But what is wrong with us going back to [direct employment with train operating] companies?

"They exploit us and we take it? No more. Who are these cowboys and charlatans?"

The motion called for a future ABM campaign to be supported with "high quality flyers" in "several languages and with a QR code link to membership forms", as well as "video shorts of cleaners at demos or being interviewed".

Colin Stewart said of the motion: "It seems to be just generic to just one company - we could spread it across the board.

"I totally agree it should be in multiple languages and QR codes. But some people find modern technology daunting to them, so we should have it in both formats."

Bella Fashola added: "The first three paragraphs will be done anyway. The last part hasn't been mentioned, and that's the most important. The RMT cleaners' charter hasn't been updated since 2010.

Eddie Dempsey argued: "The Churchills campaign, other cleaners have been looking at and been inspired. They want a piece of the action and that's a great source of pride".

RMT northern relief regional organiser Craig Johnston said: "What we're about here is empowerment, about giving power back to people.

"I don't want cheers, I don't want claps - I want extra pay for you, who have been exploited for far too long. All this is enough to make you swear, it really is."

Eddie Dempsey concluded: "The more divided up we are and the more broken up we are, the harder it becomes to bring people together and unite them so they can take

employers on. Those are deliberate steps to prevent you from fighting back."

Roy Osarogiagbon proclaimed: "we are the union, so let's get on with it".■



Bella Fashola



Roy Osarogiagbon



Eddie Dempsey

TRACK WORKER STRUCK BY A TRAIN

Recommendations made to Network Rail after track worker fatally hit by train

In February 2021 a passenger train struck and fatally injured a track worker who was walking in a crossover line between two through lines near Surbiton station, south west London.

He was one of four track workers involved in undertaking inspections at the location.

An investigation by the Rail Accident Investigation Branch has recommended Network Rail maintain members of work groups working on or near the line within designated safe limits, when some or all lines remain open to traffic.

Another recommendation related to understanding the nature and reasons behind rule and behavioural non-compliances observed by RAIB during its investigation.

A recommendation was also made to Rail Delivery Group to work with the wider rail industry to improve the judgement of train drivers on whether track workers are in a dangerous position and to reinforce the use of the train horn to deliver urgent warnings.

The accident happened because the track worker, who was the Controller of Site Safety and involved in carrying out the track inspections, was unaware of his position relative to the train. He was unaware of his position probably because he had become distracted, either due to teaching an assistant or by undertaking an actual



Surbiton station

inspection.

Once distracted, it is likely his deviation towards the line on which the train was travelling was exacerbated by the layout of the rails at the junction. The train driver sounded the train's warning horn twice during the train's approach but neither of the other two people working with the controller of site safety recalled hearing it.

RAIB's investigation found that:

- The inspection was planned to be completed while trains were running with a safe system of work in place that used unassisted lookouts. This was the least safe type of system of work which could

be implemented when working on track, but its ongoing use had not been challenged in the years before the accident.

- Network Rail had a programme in place to eliminate unassisted lookout working but this had not yet led to changes to the safe systems of work at the depot where the controller of site safety worked.
- Safety of people working on or near railway lines relies on the controller of site safety implementing and managing a safe system of work, however where they are also responsible for carrying out the work, they are at

increased risk of becoming distracted. This can, and has, led to staff being struck by trains or being involved in near misses.

RAIB identified five learning points. These relate to:

- Train drivers sounding an urgent warning to track workers where there is doubt whether they have moved clear of the line the train is travelling on
- Track workers looking to confirm on which line a train is travelling when hearing a train warning horn
- Track workers having quick access to emergency contact details
- Those creating patrol

diagrams and similar having a correct understanding of the distances of positions of safety from open running lines

- Planners and others involved in preparing safe systems of work consulting related patrol diagrams to check for inconsistencies between them.

Chief Inspector of Rail Accidents Andrew Hall said that after a period of almost five years with no fatalities involving moving trains, track maintenance staff have died in accidents each year from 2018 to 2021.

"In 2019, two track workers were killed near Margam in south Wales, and our investigation found unsafe working practices that had not been detected by Network Rail's management assurance arrangements.

"At Surbiton, the accident happened probably because a patroller, who was carrying out inspections and was also responsible for the group's safe system of work, had become distracted and lost awareness of his position relative to the line the train approached on.

"The patrol was being undertaken with protection provided by unassisted

lookouts. Although this was the usual practice for these inspections working with unassisted lookouts is the least safe type of system allowed for when working on track and this had not been challenged in the years leading up to the accident.

"We found evidence that people at the depot involved were aware of the Margam accident, but they were convinced that their circumstances were different and that the earlier lessons did not apply to them.

"Consequently, managers at the depot did not learn from the experience of Margam and continued to

allow much work to be carried out under unassisted lookout protection.

"While Network Rail has made great strides in reducing the amount of track maintenance work undertaken when trains are running, it remains the case that many of the recommendations that we made in the Margam report are relevant to the accident at Surbiton.

"I urge everyone involved with track maintenance to look closely at what happened here, and learn from it, so that deaths at work on the line really do become a thing of the past," he said.



NEAR MISS OUTSIDE WESTON-SUPER-MARE

Following a near miss with track workers and a collision with a tree on the line at Uphill Junction, near Weston-super-Mare, Somerset on January 14 this year the Rail Accident Investigation re-iterated a number of important lessons.

This incident demonstrated the importance of staff undertaking vegetation management in the vicinity of railway lines being aware of the risks that the felling or trimming of trees may pose to trains and ensuring that any required control measures are implemented.

Those responsible for leading teams working within the railway boundary must also ensure that they effectively control their team's activities and implement and maintain the required control measures both in normal and unexpected circumstances.

Organisations working within the railway boundary must clearly communicate an appropriate and safe method

of work to staff carrying out work which may affect the safety of the line.

The track workers, who were undertaking de-vegetation work, had previously felled the tree on the slope of the cutting next to the railway, before it unexpectedly dropped into the cess. They immediately followed the tree down the slope and into the cess with the intention of moving it to a safe area. Once they reached the cess, they were in a position close to the adjacent open line without any protection from moving trains in place. While attempting to position the tree to allow for easier removal, they entered the space between the rails (an area known as the four-foot) and pulled the tree across the open line.

The train was travelling near to the 100 mph maximum permitted line speed when the driver observed track workers on the line ahead. The driver



sounded the train's horn approximately 10 seconds before reaching the track workers with the expectation that they would move to a position of safety, where it would be safe to stand as the train passed. However, the track workers did not acknowledge the warning, or move off the line, so the driver sounded the horn for a second time and applied the train's brakes.

The track workers became

aware of the presence of the train after warnings being shouted by the Controller of Site Safety (COSS), who stated that he had been attempting to call the signaller when the train approached. The track workers moved to the cess and clear of the line before the arrival of the train, which then struck the tree. Although the track workers were close to the tree at the time of collision, nobody was injured.



UNIONS ACT AGAINST P&O SACKINGS



UK government taken to United Nations over 'unenforceable' laws failing to protect workers

The UK government is being taken to task over its lax labour laws which are 'unenforceable' by the country's workers.

Unions representing the 800 seafarers who were illegally fired by P&O Ferries and their global federation have filed a complaint at the UN's International Labour Organisation calling on its Director General, Guy Ryder, to urgently intervene.

The unions argue that the UK government's failure to enforce relevant labour laws and punitive sanctions to ensure compliance following P&O Ferries' illegal firing of seafarers without consultation, was a serious violation of the ILO's principles concerning the freedom of association and collective bargaining. The government has also contravened international treaties the UK is bound by.

A number of international trade union bodies including the International Transport

Workers' Federation (ITF) consider the UK has failed to abide by internationally recognised labour standards.

"P&O Ferries' CEO has admitted the company behaved illegally when it fired 800 seafarers without warning in March, and he has told parliament he would do the same again," said ITF general secretary Stephen Cotton.

"P&O Ferries has run roughshod over these workers' right to freedom of association and to collective bargaining.

"That's the consequence of this company blatantly ignoring their legal requirement to consult with the seafarers and their unions, before it sacked them en-masse over Zoom, escorted them off the ships with handcuff-trained security guards and replaced them with a non-unionised workforce on just a fraction of the pay.

"P&O Ferries 'priced in' breaking the law and then set

about blackmailing the seafarers with gag-order packages worth more than if the workers took P&O to court and won a statutory settlement, buying their legal silence and snuffing out their rights," he said.

The ITF said that the UK government needed to allow unions and workers to seek injunctive relief from courts which could pause controversial firings and even reverse sackings until an employer conducts the proper consultation.

Until the UK makes these changes to its laws, the country is in violation of ILO Conventions 87 and 98. ILO C98 obliges the country to 'encourage and promote' collective bargaining machinery, stipulating that all 'workers shall enjoy adequate protection against acts of anti-union discrimination'.

RMT general secretary Mick Lynch said that gangster capitalists like P&O were

trashing the law and maritime safety standards in order to make a quick buck.

"This cannot be tolerated. Employers like P&O, hell-bent on attacking workers' rights to profit their owners in Dubai, must face effective legal consequences at ILO level," he said.

Changes to the law unions want to see:

- Allow unions to apply for an injunction to prohibit illegal dismissals from taking effect
- Introduce legislation to establish sector-wide collective bargaining between unions and employers in respect of all ferries serving ports in the UK
- Remove the prohibition on secondary industrial action where the employer in dispute has failed to fulfil a statutory obligation to consult unions

Make it a criminal offence for a company and its directors to fail to consult the unions, punishable by unlimited fines.



RMT SLAMS DP WORLD CHIEF FOR PRAISING P&O SACKINGS AS AN 'AMAZING' JOB

RMT has called for P&O Ferries' owner to be taken to task for describing the sacking of 800 workers illegally fired and replaced with cheaper agency staff in March as an 'amazing' job.

RMT general secretary Mick Lynch said that the government, which has already denounced P&O for its actions, should act against such companies that trash the law and maritime safety standards with impunity in order to make a quick buck while their owners cheer them on.

"This cannot be tolerated. Employers like P&O, hell-bent on attacking workers' rights to profit their owners in Dubai, must face effective legal consequences at an international level," he said.

Dubai-based sultan Ahmed bin Sulayem, chief executive of DP World which has owned the British shipping company since 2019, said that it was too late to reverse the mass-sacking decision because it was 'in the past'.

He also rounded on the Prime Minister Boris Johnson who had called for the chief executive of P&O Ferries, Peter Hebblethwaite, to resign after he 'brazenly' admitted breaking employment law when crew were fired over Zoom without notice.

"The decision was their decision... we did not interfere and tell them what to do. Peter has done an amazing job because he managed to save the company instead of 3,000 people out of a job," said Mr Sulayem.

The unionised workforce at P&O were brutally replaced by a 'third party crew provider' which turned out to be low paid foreign agency workers in an outrageous example of social dumping designed to drive down wages and increases profits.

The government has decided to terminate the Border Force's contract with P&O but the union described it as an overdue but welcome step.

"Despite the government's anger and condemnation of the attack on my members' jobs, P&O continues to pay inexperienced crew well below the minimum wage on contracts that demand dangerously long hours.

"The real solution to the crisis at P&O is for the



DP World CEO Sultan Ahmed bin Sulayem attends a session at the 50th World Economic Forum (WEF) annual meeting in Davos, Switzerland

government to impound P&O's ships, take these critical maritime services out of the control of DP World and operate them in the public sector.

"Only then can we guarantee safe ferry services that employ UK resident seafarers on conditions that reflect the UK economy and not shipowners' insatiable demand for profit," said Mick Lynch. ■

BALLOT AT WIND FARM COMPANY ORSTED OVER VICTIMISATION

RMT is balloting all members at Orsted Wilney Operations for industrial action over the victimisation of a member simply for raising questions over serious health and safety infringements.

The union is appalled at the actions of Orsted and its treatment of a member for raising legitimate Health and Safety concerns. The persecution he has faced has included withholding pay for nine months, ageist personal ridicule and refusal to incorporate reasonable adjustments after his treatment which has led to a serious

detriment in his mental health.

The member reported Orsted to the Health and Safety Executive (HSE) and a full investigation was initiated. However Orsted attempted to dismiss the allegations and the HSE forced Orsted to pay for the cost of the investigation and ordered that Orsted publish the results of the investigation to all employees concerned. Yet Orsted still refuses to publish the findings as per the H&S Executives' request.

RMT general secretary Mick Lynch said that the company's cavalier approach to health



Support Vessels for the offshore wind farms in the Irish Sea off Barrow in Furness.

and safety was shocking.

"It is the right of all workers to work in a safe environment. They should not live in fear of the employer for attempting to raise concerns to protect

fellow workers.

"We are sending a clear message to Orsted that enough is enough and their appalling practices will not be tolerated," he said. ■



EQUALITY AND SOLIDARITY

The union's LGBT+ annual conference met for the first time since the pandemic

RMT LGBT+ members reaffirmed their commitment to equality and solidarity with all members of the community during their annual conference in Birmingham.

Delegates debated the need for a ban on conversion therapy across the LGBT+ and the importance of equality training for union members.

Moving the unanimously backed motion, veteran equality campaigner and Finsbury Park delegate John Stack underlined how conversion therapy damaged those just trying to be themselves.

"LGBTQ+ people have nothing to be ashamed of and there is nothing wrong or broken about who we are.

"Our sexual orientations and gender identities are diverse and should be celebrated. Yet conversion practices are still legal and happening in the UK today," he said.

He pointed out that people can be targeted in a number

of different settings including medical and cultural spaces for conversion therapy leading to trauma and even suicide in extreme cases.

"Even though not all conversion therapy's involve violence, even talking therapies are a damaging practice that leave lasting scars on LGBTQ+," he said.

He said that Amnesty International had defined the practice as torture and that the government was not banning the practice for transgender people.

He added that a wide variety of professional and medical organisations had objected to the government's omission of transgender people from the protections of the ban, including, the British Medical Association; the Royal College of Psychiatrists; the British Association of Counsellors and Psychotherapists; British Psychological Society; NHS England, Scotland, and Wales; Association of Christian Counsellors; Mind; and the

Royal College of GPs.

Dan Lil - delegate Bletchley and Northampton Branch seconded the motion, said that it was wrong to be told "you are different" and said future generations had to take up the fight to fully ban conversion therapy practices.

Conference was equally clear in its support for enhanced equality training for RMT organisers and NEC members.

The motion called on the union to offer newly elected officers/regional organisers and NEC members training to encompass these areas to fully inform them of the issues that affect these members.

Birmingham Rail branch delegate Steve Moule said: "There is a lack of formal training offered to full-time officers/regional organisers or new NEC members on the equality issues affecting members of the LGBT+, black and ethnic minority, disabled and women groups.

"We believe that to fully understand the issues that

affect these groups of members, training should be given to anyone who takes up an elected position within the union at the earliest possible opportunity after being elected or have it included on reps' stage 1 training," he said.

Supporting the motion, Jane Okogba - Waltham Cross and District branch said: "It is very important for all of us to have a better understanding of the issues that we may face in the workplace." Keynote speaker RMT general secretary Mick Lynch told conference that there was a need to bring the LGBTQ+ movement together even when there were disagreements over the way ahead.

Highlighting recent debates over trans rights and sex-based rights, Mr Lynch said: "It is important that everyone feels safe and secure in our union. We just have to keep discussing these issues so we can find a consensus where we are all supporting each other".



Shankend Viaduct, just North of Whitrope Tunnel, between Hawick and Newcastleton

ONWARD TO CARLISLE

Retired RMT member Lorne Anton of Campaign for Borders Rail gives an update on re-opening the Edinburgh Waverley to Carlisle line

RMT joined the Campaign for Borders Rail (CBR) over ten years ago to re-open the whole of the Waverley Route from Edinburgh Waverley to Carlisle through the Scottish Borders.

The line was shut by Beeching in 1969, an act of sheer vandalism, cutting of large towns like Galashiels and Hawick and turning the area into an economic backwater of low wages and young folk moving away to find work.

In 2015 the Route was partly re-opened by the Scottish government between Edinburgh and Tweedbank, just South of Galashiels – the first 31 miles of the roughly 80 miles of the closed Route. Pre – COVID passenger numbers were over two million per year, up 65,000 on the previous year. Tweedbank alone saw passenger numbers of not far

short of half a million. As with all re-openings in Scotland, actual passenger numbers have far outstripped those predicted by the “experts”.

These figures clearly indicate that the full re-opening of the route should be fully and properly investigated as soon as possible. It has long been CBR's position that the re-opened Southern section offers huge potential for both passenger and freight traffic, opening up potential new traffic flows from the North West of England to the Eastern Central Belt and North East of Scotland. The fully re-opened route would also provide a diversionary route when both the WCML and ECML are disrupted or closed for maintenance. The line would also provide additional Anglo-Scottish capacity, easing

congestion on the WCML and enabling the full benefits of HS2 to Scotland to be realised.

The campaign is now raising funds to engage the consultants Arcadis to carry out a professional study to provide the ammunition to move forward to the full re-opening of the Route on its original track bed via Hawick and Newcastleton. The campaign already has funds to proceed with the first two elements of the study, strategic justification for the railway extension including economic, social, environmental and other transport benefits and route alignment, analysis and review of existing and proposed assets.

The further work with the consultants will be staged in order that we may proceed

when funding is available.

When RMT joined in 2011 its contribution undoubtedly helped the campaign in its work to get the first stage opened to Tweedbank. That help was greatly appreciated. As a solely member / supporter supported organisation we totally rely on our supporters to move forward with the Campaign to re-open this historic Route. Our aim is for this route to be re-built to the highest engineering standards to provide a high-quality rail service to this long-neglected part of the UK.

If any RMT branch would like to hear more about the campaign, we can provide a speaker for any event. ■

Details of how to contact the campaign are available on the website <https://campaignforbordersrail.org>

LEGAL

PERSONAL INJURY WINS



RMT solicitors negotiate legal settlements for injuries sustained at work

A member was injured at work whilst he was stepping off from a train. As he stepped onto the footplate, the footplate gave way, leading his ankle to twist and him falling forward, landing on the platform. He was wearing work boots at the time but felt severe pain and a pop in his ankle. He managed to get himself to an Accident and Emergency Department where his ankle was examined and x-rayed. He was diagnosed with torn ligaments in his ankle. He was treated with strapping to the ankle, given crutches and was discharged home.

The member received physiotherapy through his workplace and was in constant and severe pain for at least five weeks after the accident. The pain gradually improved, but he suffered intermittent episodes of pain in the ankle for up to a year following the accident. He experienced instability in the ankle during this time and continued physiotherapy for approximately three months in an attempt to improve the stability and strength of his ankle.

Our member lost nine months from work after the accident and his earnings were affected during this time. The injury not only had an effect on the member's work life, but also his personal and family life.

RMT solicitors submitted a claim to our member's employer for negligently allowing the footplate to be in place and they admitted a breach of duty in this respect. Solicitors went on to prepare the relevant evidence for our member's claim. This including being examined by an appropriate medical expert and assessing the reduction in earnings during his period of absence from work. RMT solicitors successfully negotiated a settlement of £6,500. The settlement figure compensated member for his injury, his loss of earnings and the effects on his personal and family life.

DOCKLANDS WIN

A member was injured when he was exiting the depot at Keolis Amey Docklands, London. He was using the safe walking route at work when his

foot slipped on ice, which caused him to fall forwards onto his left hand and knee.

Thompsons Solicitors lodged a personal injury claim with the Defendant arguing that they had failed to grit the area when on normal occasions the walking routes in icy conditions are monitored to check if gritting is required.

The Defendant's insurers refused to negotiate a settlement and so Thompsons commenced court proceedings in order to avoid there being unnecessary delay to the resolution of the members claim.

Expert medical evidence was obtained to assess the nature of the member's injuries confirming the member had sustained a soft tissue injury to his right knee left hand. The hand injury consisted of minor cuts and abrasions but the knee injury resulted in a 'clicking' sensation in the knee, followed by pain which was diagnosed as a knee strain. The knee symptoms occurred when the member would stand for prolonged periods of time whilst at work. The medical evidence obtained

concluded that the symptoms were likely to resolve over time with physiotherapy and continued regular home exercises, but ultimately the member may require a knee operation.

As well as suffering personal injury, the member was absent from work as a result of the accident and upon his return, was restricted to light duties. This resulted in a loss of earnings and so Thompsons included such losses as part of the members claim to ensure the member recovered any such losses due to the accident.

Due to the Defendants refusal to compensate the member Thompsons issued court proceedings and shortly thereafter the Defendant's Solicitors agreed to enter into settlement negotiations and Thompsons were able to secure a settlement and amount of compensation which exceeded the recommended value of the claim. The settlement figure compensated the member for his injury, losses and the impact the accident had on his personal and family life. ■

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ROYSTON GRANGE REMEMBERED

Ceremony in London marks the 50th anniversary of the Royston Grange disaster



A ceremony in the *All Hallows by the Tower* church in London last month marked 50 years since the vessel Royston Grange was engulfed in a fireball and all those on board lost their lives.

In a moving ceremony in the packed church the names of all 74 people who died were read out and a choir sang Alfred Tennyson's poem 'Crossing the Bar'.

On May 11, 1972 the Steam Turbine Vessel (STV) Royston Grange was carrying 61 crew members and 12 passengers when it collided with the Tien Chee Chinese oil tanker, operating under the flag convenience of Liberia in dense fog.

It was bound from Buenos Aires to London, packed with a cargo of beef and butter. Although the ship did not sink in the collision, everyone perished in the fire which subsequently engulfed it.

According to maritime rules, the two ships should have passed each other's port sides. But Royston Grange's bow struck Tien Chee's port side, rupturing the tanker's wing tank. Tien Chee's cargo caught fire,

which almost instantly spread to Royston Grange, and the butter in the latter's cargo contributed to the intensity of the fire. The collision swung Tien Chee across the channel, grounding her and blocking all traffic in or out of Buenos Aires.

Argentina, Liberia and the UK all investigated the disaster. The Liberian inquiry concluded that Tien Chee's Master and pilot, in an attempt to get enough water for her deep draught, had probably navigated too far to the south side of the channel, forcing Royston Grange farther south onto the shelf that formed its southern boundary. The bank deflected Royston Grange, causing her to shear to port and strike Tien Chee.

The officers of Royston Grange, it concluded, were probably not to blame, although there may have been some human error in trying to avoid the collision. The master and pilot of Tien Chee probably should not have entered the channel in the first place in the tidal conditions prevailing at the time. The report severely criticised the lack of maintenance of the channel.



REMEMBRANCE: Window in All Hallows-by-the-Tower, with the Royston Grange panel in the lower part of the centre light



The Royston Grange



RMT AT STUC

RMT member Gary Pollock wins the Frank Maguire Award for health and safety at work

This year's Scottish TUC annual congress took place at the Music Hall in Aberdeen with RMT delegates playing a full role as ever.

The RMT delegation agreed that a composite motion on Just Transition would be seconded by Jake Molloy, as this incorporated the union's amendment. Another composite was supported by RMT delegate Kim Gibson from Inverness branch who spoke about over Fair Work.

Another composite was moved by Amanda Walton of North Clyde branch, over Scotland's recovery from Covid 19 and a vision for Scotland's railway. Ann Joss from Aberdeen branch seconded a motion calling for a public inquiry into the Carmont rail crash and Graham Wallace from Glasgow Shipping branch moved a motion opposing the privatisation of the Scottish ferry industry. Mairi Beaton also from Glasgow Shipping branch also seconded a motion on reducing fatigue on ferries in Scotland.

Zimmi Maroti from Glasgow No5 branch seconded a motion with an RMT amendment which called for the concept of roving health

and safety representatives.

The union submitted two emergency motions on justice for P&O seafarers and the National Minimum Wage (NMW). The P&O motion was moved by RMT general secretary Mick Lynch and the NMW motion was moved by Robbie Wyness of the Offshore Energy branch. The union also provided speakers for various fringe meetings.

This year's Scottish TUC also awarded RMT member Gary Pollock with the Frank Maguire Award commitment to health and safety during the Covid pandemic. Gary Pollock is a conductor and chair of Stirling No1 branch

Gary stepped up to the plate as the health and safety rep during the first stages of the pandemic and has excelled as a fierce advocate for workplace safety on ScotRail. Throughout the period he continued to challenge management over their lax implementation of safety measures and through his steadfastness ensured the 349 locations were safe for staff and passengers, whilst allowing staff to continue with their safety critical duties.

He also pushed the

employers to provide rest facilities with suitable social distancing measures in place. Gary's dedication to his role as a conductor was key to implementing safe zones on trains, for conductors, ticket examiners and passengers alike.

Mick Lynch congratulated Gary for all his initiatives to reduce Covid transmissions.

"You undoubtedly saved lives, and your award is testament to that," he said.

Congress was also

successful in that many RMT members were representing their Trade Union Councils; namely Davy Hainey, Motherwell & Wishaw branch secretary, representing North Lanarkshire TUC and Janet Cassidy, North Clyde branch secretary representing Clydebank TUC, although Janet had to call off as she had an accident and needed hospital treatment. The delegation sent her best wishes for a speedy recovery.



Gary Pollock

HEALTH AND SAFETY CHARTER

Union launches health and safety charter to go to every rep to help them protect members at work

CHARTER: Health and safety officer Sarah Friday, Alex Gordon, Ann Joss, health and safety advisory committee chair and Health and safety officer Jonathan Havard



RMT has launched a new health and safety charter to explain how such reps are an integral link to the union, how to get training and support and how to make claims on behalf of members.

Introducing the pamphlet RMT general secretary Mick Lynch said that safety reps were unique amongst trade union reps in having a legislative framework to support them.

"This was achieved after decades of trade union struggles and these rights afforded to safety reps make you a very important person in the workplace.

"You are not alone as a RMT safety rep; we currently have over 1,500 safety reps representing 80,000 members across the industries within which we organise.

"RMT aims to have a safety rep in each grade in every workplace, so that members

have access to their safety rep when then need to discuss a H&S matter – and so that these reps can help raise the profile of RMT in their workplace," he said.

RMT will continue to develop arrangements for safety reps to ensure they have the knowledge and support needed to carry out their role and the charter explains the role of health and safety reps, how to progress safety issues within RMT, the training and support RMT give to safety reps and how to support members submitting accident claims.

The charter sits alongside the RMT Health and Safety Representatives Handbook (<https://www.rmt.org.uk/news/publications/health-and-safety-handbook>) in which you can find detailed information on safety legislation including that which lays out the rights of safety reps.

The union sends a welcome pack to all newly appointed reps, which includes the RMT H&S Handbook, the RMT Safety Reps Charter, the Safety Representatives and Safety Committees Regulations and their safety rep accreditation ID card

It also gives advice, information and support is available to safety reps on a local level initially via your branch, on a regional level via your regional office and regional organisers. There are also dedicated Health & Safety pages on the RMT website.

RMT can also access information for safety reps, where appropriate by contacting inspectors from the regulatory authorities. Safety reps are entitled to paid time away from work to take part in any training as is 'reasonable'. RMT expects safety reps to undergo as much training as they feel they require and

recommend all reps start with RMT Health and Safety Reps Stage I and II. Details of RMT courses can be obtained from the membership section of the RMT web site.

RMT supplements this education programme with a number of specialised health and safety courses designed by the union with regard to the scope of our membership and the industries in which we organise. RMT offers full legal support to safety reps whose management deny them their rights to health and safety training.

Ultimately, RMT safety reps make a big difference in the workplace to ensure that RMT members return home safely at the end of their working day, but this can be even better achieved by having a well organised trade union network of safety reps with the support of the national union.



HOW TO GET HELP AS A HEALTH AND SAFETY REP

RMT has a dedicated health and safety department based in Unity House and advice is also available from Head Office via RMT Health and Safety officers, Sarah Friday s.friday@rmt.org.uk and Jonathan Havard j.havard@rmt.org.uk

Jonathan and Sarah both have backgrounds in different sectors in which RMT organise. Jonathan worked for Nautilus for many years and took up many maritime health and safety issues during that time including cases of asbestos, diesel fume emission, lifeboat safety, suicide prevention, stranded cadets, and enclosed spaces incidents.

Sarah was employed as a train guard and then train driver and was Waterloo branch chair and RMT drivers safety rep until dismissed in 2000 by South West Trains for her health and safety activities.

The work of the department involved actioning union decisions relating to health and safety and attending RSSB and Network Rail meetings. Much of their time has been spent on issues relating to the pandemic, as well as revamping the health and safety section of the web site and documents so that these are a more useful resource for RMT safety reps.

They also organise the annual RMT national Health and Safety advisory conference for safety reps along with the advisory committee currently chaired by Ann Joss. The committee consists of reps elected from each electoral region, including the maritime grades. ■

President's column

'WE ARE A MOVEMENT, NOT A MONUMENT'

On May 24 over 40,000 RMT members at 15 rail companies and Network Rail voted for action to end the Tory pay freeze.

Our nine to one vote for strike action vindicates RMT's strategy for a coordinated industrial challenge to railway employers' plan to shut ticket offices, slash on-train catering, introduce Driver-Controlled train operation (DCO) and outsource track, signalling and electrical maintenance to sub-contractors.

In future years, when accessible, green public transport to meet UK net-zero carbon commitments becomes more important for media and politicians than propping up Boris Johnson, remember when Tory ministers told rail bosses 'Cut back', RMT members replied, 'Fight back'.

Our ballot result was a bolt from the blue for most British media, who prefer pictures of royal corgis and publishing character assassinations of trade unionists, to reporting the reality of Britain's low-pay crisis.

Yet, the impressive determination and unity shown in our ballot results was achieved on the shoulders of many other workers fighting poverty pay and outsourcing.

RMT Cleaners at Churchills Cleaning Services on Eurostar, Thameslink, Southern and Southeastern trains, and Cleaners working for Atalian-Servest on Avanti West Coast trains have been striking for £15/hour, contractual sick pay and a key worker travel scheme.

RMT guards at TransPennine Express have taken strike action over pay most weekends this year. London Underground members also delivered a stunning slap down in March and June to Transport for London bosses planning to raid their pension scheme and slash numbers of station staff.

Now ripples from all these struggles are turning into national disputes – hopefully a portent of awakening class consciousness to derail government plans to make working people pay for the Cost-of-Living crisis.

The TUC records over 300 industrial disputes around 'fire and rehire' and low pay this year. If you want an idea of the scale of strikes across Britain today, check out the new social media app StrikeMap

Unite also won an inflation-busting 14 per cent pay rise after an epic strike at Chep pallet makers in Trafford Park, Manchester. Refuse collectors have been striking over pay since January in Coventry.



GMB is leading refuse worker strikes in North Somerset, East Sussex, Barrow, Manchester and Cardiff. Unison members at Dundee and eight other universities have been striking over pay and pensions.

Teachers at the Girls Day School Trust went on strike in April and May to keep access to the Teachers' Pension Scheme. GMB members, who make Fox's glacier mints in York took strike action in April and 8,000 distribution workers at ASDA are balloting for strike action against a threat to cut their sick pay.

Tugboat crews employed by Svitzer Marine at Teesport won a pay rise strikes in April. Unite members at Hackney Council went on strike in April against a 1.75 per cent pay award, a "real terms pay cut". GMB is balloting parking wardens in Wiltshire over a 10 per cent pay cut.

Public and Commercial Service union members at the British Council are taking action in a dispute over redundancies, restructuring and outsourcing. Members of the National Union of Journalists at BBC North West voted for industrial action to defend jobs, as the broadcaster plans huge cuts.

The Communication Workers' Union won a massive 97.3 per cent mandate for strike action against the Royal Mail's two per cent pay offer. Unite has now balloted 1,000 managers at Royal Mail in response to job cuts.

The lesson of all these workers voting for strike action, in the immortal words of Scottish miners' leader Mick McGahey is that 'we are a movement, not a monument'. Let's show our power and solidarity by marching together on Saturday June 18 at the TUC national demonstration in London. See you there!

Alex Gordon, RMT President

RMT PRIVACY NOTICE

RMT has updated the Privacy Notice relating to the use of third-party data processors, RMT understands the importance of protecting personal information and is committed to complying with the General Data Protection Regulation 2016/679 (GDPR) and Data Protection Act 2018 (DPA). It is also committed to creating and maintaining a culture of awareness, transparency and accountability by demonstrating compliance with the principles set out in the Regulation. This page sets out what you can expect from RMT in how we collect and process any data about you.

1. Data controller

Any personal data you provide to us is controlled by the RMT. We are registered as a data controller with the Information Commissioner's Office under reference Z6278414. If you have any queries about how we gather, and use your personal data then you can get in touch with our Data Protection Officer by post at:

Data Protection Officer
RMT
Unity House
39 Chalton Street
London
NW1 1JD

Or via email: DPO@rmt.org.uk – please type 'For the attention of the Data Protection Officer' in the subject line of your email.

2. Your rights over your personal data

You have a number of specific rights over how we collect and use your personal data. You have the right to:

1. be informed about the collection and use of your personal data (eg in this privacy notice)
2. access a copy of your personal data, along with information on what personal data we hold, how and why we use it, who we share it with, how long we keep it for and whether it has been used for any automated decision making. Should you wish to access a copy of your personal data free of charge, please write to the RMT Data Protection Officer at the address above, enclosing evidence of your identity
3. rectify the information we hold by asking us to change any incorrect or incomplete data we hold about you
4. erasure ie to request the deletion of your personal data where it is no longer necessary for us to use it, where you have withdrawn consent, or where we have no lawful basis for holding it
5. restrict the processing of your personal data we use about you where you

have asked for it to be deleted or where you have objected to our use of it

6. data portability, allowing you to obtain and reuse your personal data for your own purposes across different services
7. object to the processing of your data in certain circumstances
8. not be subject to a decision based solely on automated processing, including profiling
9. withdraw your consent for us to use your data at any time, where you have opted in to our processing of your data in the past
10. make a complaint to us about how we have used your personal data

Further information regarding your rights are available on the Information Commissioner's Office website: <https://ico.org.uk>

Please contact our Data Protection Officer by post or email at the address above should you wish to exercise any of these rights. Confirmation of your identity may need to be in our possession in order to respond in full. If you believe that we have not complied with your data protection rights, you can complain to the Information Commissioner's Office (the regulator for privacy/data protection legislation) using the following details:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF
Telephone: 0303 123 1113

3. What information and data do we collect?

RMT may collect a variety of personal data from you, as part of your interactions with us. This could include, but is not restricted to: Your IP address; your name; Contact details, phone

number, email address, postal address; your employer, work location, grade; your union membership; positions that you hold (or were nominated for) during your membership (e.g. local or health and safety representative), including those within RMT committees and forums; financial information; photos you upload to our site; comments you submit or publish with us; attendance at our events, conferences and courses.

RMT's website does not use cookies to collect personally identifiable information about you. Further detail is available on our website at <https://www.rmt.org.uk/privacy/cookies>

4. What we do with your data

We process and maintain your information under our legitimate interests in order to carry out our core functions as a trade union, provide our full range of services, all relevant information and comply with certain statutory obligations.

We use your information to fulfil any contract you make with us and supply you with the information or services that you want to use. Dependent upon the nature of your engagement with us, this may include, but is not restricted to, contacting/supplying you with information by post, telephone, e-mail and/or SMS in relation to:

- Membership and your participation in industrial action ballots, referenda, elections, subscriptions, services and benefits
- Union related or supported campaigns & events
- Education courses and opportunities
- Press releases relating to union activity and the transport industry

We gather information on whether you have received or interacted with emails that we send. This helps us improve our content and deliver more relevant emails to you. We monitor analytical data for statistical purposes on our social media channels. We also use our legitimate interest to process photos where you are

captured in a crowd/large group as part of our trade union activities.

We do not directly store your credit card details ourselves, but instead use separate payment processors to take data and complete transactions on our behalf. As a member of RMT, we store your bank details on our internal database. The information is stored securely and used for the purpose of deducting your subscriptions or reimbursing you as required under our Rule Book.

As an RMT member, you will receive updates by email, SMS, post, telephone or instant messaging relevant to our core activities. Sometimes we will be obliged to process your personal information due to legal obligations which are binding on us. We will only ever do so when strictly necessary.

5. How long do we keep your data

All information (updated as appropriate), will be kept throughout your association with us and to the extent necessary to deliver the services we provide.

All information relating to your RMT membership, the services you have utilised and the positions you may hold within it are held indefinitely as a historical record and to the extent necessary to access any post-membership benefits and ensure compliance with our Rule Book. This does not affect your individual rights over your data, but compliance with your request will be carefully assessed to enable us to fulfil our obligations under our Rules. Financial information relating to invoices and payments to suppliers/providers are destroyed after 6 years.

6. Disclosing your information

We will not disclose your personal information to third parties unless we are required to do so by law, or unless we have your explicit consent.

Where you are giving consent for us to share your information with other organisations in order to receive additional services and information, this will be made clear to you at the time.

With respect to preferential membership benefits, these services are provided by carefully selected and RMT endorsed partners with whom we have a strict data processing agreement that meets data protection laws and regulations. Where consent is received, it will be processed in a secure and confidential manner as instructed by RMT. Should you utilise the preferential benefits offered by RMT endorsed partners, you will be asked to

make a separate contract with them for this purpose.

Should you choose to publish or share parts of your information with others when using RMT's official social media platforms, you have control of any data you choose to publish or share using these platforms.

We accept no responsibility should you choose to publish or share parts of your information with others when using unofficial social media platforms.

We may need to disclose your information to regulatory bodies, government bodies, or law enforcement agencies. This will be upon request only, and only when required to do so in order to satisfy legal obligations which are binding on us.

7. Storing your information and security

The information you provide to us will be stored and processed by RMT on servers based in the UK.

We take all reasonable steps to ensure your data is treated securely and in accordance with the General Data Protection Regulations 2018. Security measures are in place to protect your information from access by unauthorised persons and against unlawful processing, accidental loss, destruction and damage. In particular, we have internal policies and procedures to ensure only those required to access your data are able to do so.

However, you acknowledge that communications sent via the Internet cannot be guaranteed to be completely secure. For some purposes it may be necessary to share your personal data with a third party data processor. Data processors are third parties who provide services to us as set out below. We have contracts in place with our data processors. This means that they cannot do anything with your personal information unless we have instructed them to do it. They will not share your personal information with any organisation apart from us. They will hold it securely and retain it for the period we instruct.

Those organisations who carry out trade union related data processing activities on RMT's behalf, include those carrying out: election administration, maintaining and updating membership information

Validating your membership when contacting to access benefits [for example, RMT Credit Union Ltd].

8. Children's data

For the purpose of providing a financial benefit to orphans of our members

under Rule, it can become necessary to process data of a person under the age of 16 (or up to 21 if in full-time education within our Rules). Whoever holds parental responsibility for the child will be required to provide the child's personal data on a specific form. Consent to process a child's personal data is deemed to have been given on receipt of the signed form.

If we come to discover, or have reason to believe, that you are 15 or under and your personal information is not held for the purposes of fulfilling our functions under our Rule Book, we will delete that information within a reasonable period and withhold our services accordingly.

9. Changes to your personal information

If your personal information changes or you find that any of the information that we hold about you is inaccurate, please contact us as soon as possible. Please use the most appropriate means dependent upon our engagement with you:

RMT Members can:

- use their 'eMembership' account as accessed from www.rmt.org.uk; contact our Membership Department on membership@rmt.org.uk / 020 7387 4771; contact their Branch Secretary using the details supplied in their welcome pack; post their information to RMT Membership Department, Unity House, 39 Chalton Street, London NW1 1JD.

External parties and contacts can: email info@rmt.org.uk; telephone our main switchboard on 020 7387 4771 and ask to be transferred to the relevant department. Please ensure that all changes required are clearly indicated.

10. Third party websites

Our Privacy Notice only applies to websites and online services operated by the RMT. If you follow a link from one of our websites to one that is operated by somebody else, or you participate using platforms not operated by the RMT, you will no longer be covered by this policy. We do not accept responsibility for the collection of your personal data by those websites or platforms and strongly recommended that you check their privacy policy before submitting any personal data to them.

11. Changes to our privacy policy

Our privacy policy is reviewed annually or when a need has been identified, whichever is sooner. Any changes to our privacy policy will be posted on our website.



Getting ready for Summer but still counting your pennies? That's where we can help!

The Union Rewards app has thousands of special offers, discounts and deals from big-name retailers you know and love to help you save money this winter. Plus, you get a FREE £10 bonus* just for joining! Here are just two of our exclusive in-app offers for RMT members this month:

HUSSE

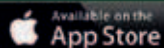
As they put it themselves: Hussle is the UK's most flexible way to get fit. They offer access to premium gyms, whether near work, home or even whilst travelling. There are no contracts or sign-up fees, just unlimited access to 1000's of venues including gyms, swimming pools and spas. With 14% off for Union Rewards members, your wallet will thank you!

Next, what better way to beat those January blues than to start planning a holiday? Bag a bargain with fantastic offers on travel, hotels and tours PLUS an additional 7% off from Inspire!

Inspire offers access to a great range of travel options. Most can be booked online but they offer even more choice if you decide to call their UK based call centre. With over 250 of the most well-known travel providers in the industry, there's plenty of options to choose from!

From groceries at Morrisons to the latest Adidas trainers, or even just topping up on your regular toiletries at Boots - you get even more for your money with Union Rewards! Download the app before 31st August 2022 to be automatically entered into our prize draw to win a £100 Love2Shop gift card.*

Download the Union Rewards App today
on the App store or Google Play



How it works

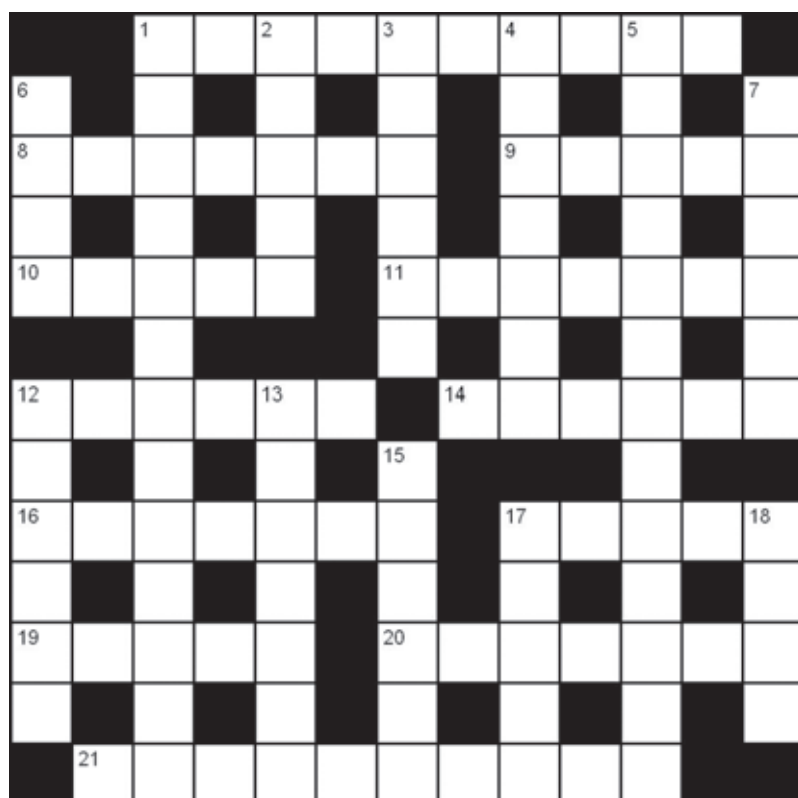
1. Download the Union Rewards App for FREE.
3. Browse hundreds of retailers and offers.
3. Click through from the Union Rewards App to the retailer of your choice.

PLUS - don't miss out on our exclusive in-app discounts from big name brands like Argos, Just Eat, Morrisons, H&M, Adidas, Asda and many more...

Win a £100
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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 July 11 with your name and address.

Last month's winner is R Johnston, South London.



Crossword
sponsored
by UIA

ACROSS

- 1 Downward slope (10)
- 8 Stern (7)
- 9 Make an effort (5)
- 10 Heron (5)
- 11 Tooth (11)
- 12 Edible root (6)
- 14 Turn pale (6)
- 16 Ironical (7)
- 17 Fairly (5)
- 19 Croatian village (5)
- 20 Consider (7)
- 21 Infer broad principles (10)

DOWN

- 1 Disreputable (13)
- 2 Deceive (5)
- 3 Induces vomiting (6)
- 4 Template (7)
- 5 Thin-skinned (13)
- 6 Stare (4)
- 7 Carbohydrate (6)
- 12 Oppose (6)
- 13 Emerge (13)
- 15 Skin condition (6)
- 17 Seemingly (5)
- 18 At all times (4)



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

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

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

3 Your Employment.

Employer		RMT Branch	
Job Description			

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

5 Membership Status

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

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

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

8 **Next of Kin**

Address

.....
.....

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

Your signature

Date

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

I agree to my identity being checked electronically ☐

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



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



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

Name and full postal address of your Bank or Building Society

To: The Manager	Bank/Building Society
Address	
	Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

--	--	--	--	--	--	--	--	--	--

Branch Sort Code

--	--	--	--	--	--

Originator's Identification Number

9	7	4	2	8	1
---	---	---	---	---	---

Reference Number

--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

FOR RMT CREDIT UNION LTD OFFICIAL USE ONLY
This is not part of the the instruction to your Bank or Building Society.

Instructions to your Bank or Building Society.

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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





Britain's Largest Specialist Transport Union

DEFEND Rail

JOBS

PAY

CONDITIONS

Time for action...

Railway workers have voted overwhelmingly in favour of strike action across Network Rail and the train operating companies, in the biggest endorsement for industrial action by railway workers since privatisation.

Over 70 per cent of those balloted took part in the vote with nearly **90 per cent voting in favour of strike action** which represents a nine to one endorsement.

NOW IS THE TIME for the Government to allow the employers to get around the table and hammer out a fair deal for workers that kept the country moving during the pandemic.

Protecting our members' interests is our priority
Join us today

rmt.org.uk FREEPHONE 0800 376 3706 RMTunion

