

RMT *news*

RECRUIT A WORKMATE!



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www.rmt.org.uk

WORKING FOR YOU



Use the QR code to join to get help at work and save money

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

COLLECTIVE BARGAINING

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

CAMPAIGNING

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

PERSONAL INJURIES

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

INDUSTRIAL DISEASES

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

EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly

dismissed, discriminated against or have any claim which has reasonable prospects of success at an Employment Tribunal, RMT will provide legal representation and pay the fee. Even if the union is advised that the claim is unlikely to succeed, members who make a claim are eligible to receive free legal advice.

ACCIDENT BENEFIT

Payable if you have an accident at work or on the way to or from work. Accident benefit is only payable if you have been off for three days or more. Accident must be reported to branch secretary within 26 weeks in order to qualify for accident benefit.

RETIREMENT BENEFIT

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

TAX AND WILL PREPARATION

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

DEMOTION COMPENSATION

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

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

ORPHAN FUND

The beneficiaries of this fund would be any child of a member or spouse if the member dies in service or if a members' spouse dies and the member has responsibility of the children. Benefit is paid while a child is in full-time education up until the age of 22. Payment is made quarterly and the rate is £12.00 per week for children up to the age of 16, then £12.75 per week from 16 to 22.

RMT CREDIT UNION

Accessible savings and affordable loans from RMT's Credit union.
www.rmt.org.uk/about/credit-union

ONLINE SHOPPING DISCOUNTS

Shop online with RMTrewards.com and earn cashback savings from hundreds of retailers, like B&Q, Argos and Tesco. It's free to join, plus you'll get a FREE £10 Welcome Bonus in your online account! (Terms and conditions apply)
www.rmtrewards.com

FINES POOL

if you drive a company vehicle as part of your job you can join the RMT fines pool for £7 per year. The Fines Pool will reimburse members for any speeding fines, related court costs and lost time to attend a court hearing.
www.rmt.org.uk/member-benefits/fines-pool

BEREAVEMENT BENEFIT

A Death Grant of £600 is payable to the nearest relative or legal representative if a member dies through any cause prior to retirement.

CASHBACK PREPAID CARD

Fancy cashback on your everyday shopping? Use your RMT Prepaid Plus Cashback card at over 50 partner retailers, including Sainsbury's, ASDA and Boots, and earn unlimited cashback! It's different to a credit or debit card - you can only spend what you load so there's less chance of getting carried away.
www.rmtprepaid.com

FREE £5,000 ACCIDENTAL DEATH COVER

As a benefit of your RMT membership you can register for £5,000 Free Accidental Death Cover. Cover is for UK residents aged 18-69. 12 months free cover. Annually renewable and always FREE. The Cover is underwritten by Advent Insurance PCC Ltd – UIB Cell.
www.rmtprotect.com

HEALTH CASH PLAN

For a small monthly premium you can claim cash-back on dental, optical and therapy treatments. Visit
www.bhsf.co.uk

Join RMT by visiting
www.rmt.org.uk

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EDITORIAL



RECRUIT A WORKMATE

This union has had some significant victories recently, but these were only possible because we are organised at the workplace with reps in place to represent you at work.

The more members we have the stronger you are in the workplace. That is why the union has launched a national campaign to encourage you to recruit your workmates into RMT.

Transport and energy workers need to understand that no-one should go to work without being a member of this great union to get the protection you deserve from day one. If you insure your car or home, why wouldn't you insure your job? Only a fighting trade union can give you that protection and confidence at work.

As you can see RMT has produced calling cards with a simple to use QR code that allows you to become a recruiter in order to strengthen your voice at work. Without this workplace organisation your union could not have won the magnificent 21.21 per cent pay increase for contracted out caterers working on TransPennine Express following days of strike action.

It was RMT members in the workplace that also mobilised a mass campaign against ticket office closures distributing over a million campaign postcards to passengers and holding major rallies and actions at stations around the country. Your efforts led to the largest ever response to a government consultation which forced the train operating companies to drop plans to

dehumanise the rail network.

Your efforts also led to an interim deal in the long-running national rail dispute which gives members considerable back pay together with an assurance that conditions and working practices have not been diluted in any way.

RMT remains fundamentally opposed to these detrimental changes and will seek to protect them in the discussions in your company and for your grade.

It is your efforts in this dispute and in delivering the mandates that have brought this offer at this time.

Going forward, whatever grade of worker you are, be it maritime, rail, offshore, buses, logistics you will gain a voice at work in RMT. Moreover, that voice will be stronger if you are 100 per cent organised and you are best placed to ensure that this is the case.

At the end of the day if we don't fight, we can never win. In fact, the fight to defend workers never really ends, there are just different battlegrounds. This may sound like a bleak message as we enter the festive season. But on the other hand, as we start another year, you will know that someone has got your corner when it comes to work and beyond.

So, enjoy your well-earned break and make a new year's resolution to recruitment your workmates into RMT so that we can all benefit from membership of a fighting, democratic trade union.

RAIL DISPUTE INTERIM AGREEMENT

Members back unconditional pay proposals without 'workforce reform' plans

RMT members at all train operating companies which the union has been in dispute with over the last 18 months have accepted an unconditional pay agreement with the Rail Delivery Group in a referendum vote in each TOC.

The deal provides for the following:

- an unconditional pay offer, backdated to anniversary in 2022
- a job security commitment
- A discussion, negotiation and consultation process which extends to the end of April 2024

As a result, the deal provides a standalone pay offer without conditions. This consists of a five per cent pay increase, or an increment of £1,750, whichever is the greater which is known as an underpin. This means that anyone with a base salary below £35,000 per year will receive an increase of greater than five per cent.

For example, for a member on £30,000 salary this is equivalent to 5.8 per cent, on £25,000 it is seven per cent and for those on £20,000 it is equivalent to 8.75 per cent.

Your union has already defeated important elements of their agenda such as Driver Only Operation, Ticket Office closures, attacks on the Railway Pension Scheme and the extension of working hours – all of which have been removed.

The deal agrees to the withdrawal of ticket office closures as well as the



associated re-organisation documents and S188 redundancy letters saving over 2,300 jobs. There is also a commitment that there will be no compulsory redundancies up to the end of 2024 and lifts the current recruitment freeze on vacancies.

The third element of the deal relates to the government and companies' 'Workforce Reform' proposals. The union does not have to accept any of these proposals which they have been trying to force on the industry.

Clearly the current government still wants to introduce changes to conditions and working practices that are troubling but RMT has not agreed to any of these measures.

The process envisaged is for the companies to provide proposals for each

department and grade group and for discussions on these matters to be deferred to February 2024, and then for a three-month discussion period in the company councils going through to the end of April 2024.

The full extent of your collective bargaining agreements will be honoured, including the Avoidance of Disputes processes and your union is free to conduct ballots for action as it sees fit.

On behalf of the union's national executive committee RMT general secretary Mick Lynch emphasised that RMT has not agreed to any of these measures – this would be a process through which any proposals can be discussed.

"The deal gives members considerable back pay, but also the assurance that their conditions and working

practices have not been diluted in any way to get that pay offer.

"RMT remains fundamentally opposed to detrimental changes to terms and conditions and the union will seek to protect them throughout this process and in the discussions in your company and for your grade.

"On behalf of the union I want to thank all members for your commitment to the campaign RMT has been conducting.

"It is your efforts in this dispute and in delivering the mandates that have brought this offer at this time.

"Pay negotiations for the year 2023-2024 commence in February and the companies want to link 'Workforce Reform' to pay for that year so the battle to defend our members is not over," he said. ■



RMT DEFEATS TICKET OFFICE CLOSURES

RMT calls on station staff to join the only union that fights for them

Following the union's high-profile campaign, the government and the train operating companies completely withdrew its ticket office closure plans thus saving over 2,300 jobs.

RMT general secretary Mick Lynch said that it was a resounding victory for the union's campaign and a win for passengers, community groups and rail workers alike.

"We clearly need a different route for the rail network that guarantees the future of our ticket offices and stations staff jobs to delivers a safe, secure and accessible service that puts passengers before profit," he said.

The government scrapped plans to close all ticket offices following objections from the passenger watchdogs, Transport Focus and London Travelwatch to such moves in their entirety.

An unprecedented 750,000 responses were received by the watchdogs during the public consultation, with 99 per cent of people opposing the proposals. Transport Focus' response even cites the RMT's campaign as generating the large number of responses.

Mick Lynch said that the historic victory was clearly a result of the commitment and determination of RMT members to campaign against these plans.

"This could not have happened without you - a sincere thank you.

"This victory once again shows the value of being a member of a strong campaigning union, let's make sure that as many rail workers as possible are RMT members," he said.



RMT IS THE ONLY UNION THAT:

- Mobilised a mass online campaign against ticket office closures as soon as the proposals were announced
- Distributed over a million campaign postcards to passengers and set up mass online campaign
- Held major rallies and campaign actions at stations around the country
- Mentioned by the passenger watchdog Transport Focus for generating a large number of responses
- Gave evidence to MPs about the impact of ticket office closures

As a result of RMT's campaign, the government and train operating companies have been forced to halt plans to cut 2,300 station staff jobs. Join RMT.

C2C CLEANERS STRIKE



Fenchurch Street

Low-paid train cleaners employed by contractor Bidvest Noonan to clean C2C trains in Essex took solid strike action in November.

With high inflation and the cost of living going through the roof the union put in a reasonable pay claim to improve wages.

Bidvest Noonan's response was to reject the claim and without further discussion imposed a pay rise of mere pennies above the legal minimum wage.

RMT general secretary Mick Lynch said that these workers were loyal staff who were hailed as heroes during the Covid pandemic when their role was seen as essential to keep the trains running.

"Their reward has been to be kept on poverty pay and their demands are simple.

"They want to be treated the same as workers who are directly employed by C2C. They are striking for decent pay but also want the same benefits fellow employees receive who work on the same

trains as they do: sick pay beyond the statutory minimum; travel provision and a defined benefit pension scheme," he said.

HOW YOU CAN HELP

You can support our campaign for pay justice for C2C cleaners by emailing the company at contact@c2crail.co.uk calling on them to pressure its contractor, Bidvest Noonan, to bring pay and conditions in line with the rest of C2C workers. ■



East Ham

TUBE WORKERS BALLOTTED OVER PAY

RMT London Underground workers are currently being balloted for strike action over pay.

RMT is unhappy at the latest pay offer from London Underground when Transport for London (TfL) has created a bonus pot of £13 million for senior managers and the commissioner took an 11 per cent pay rise in 2023.

The union wants to see full staff travel facilities for all tube workers restored and has criticised bosses for freezing pay bands, saying it will create a two-tier workforce.

RMT general secretary Mick Lynch said that Tube workers brought vast amounts of value to the London economy were not going to put up with senior managers and commissioners raking it in, while they are given below inflation offers.

"The refusal of TfL to restore staff travel facilities and create a two-tier workforce is

also unacceptable," he said.

RMT has already secured a further six-month mandate for strike action on London Underground, following a successful re-ballot in a long-running dispute over jobs, conditions and pensions.

RMT members voted overwhelmingly to continue the campaign.

The union also called for an end to austerity on the Tube as crime soared on network.

According to a Transport for London report crime has soared 56 per cent, fuelled by a massive increase in thefts and robberies of over 100 per cent.

Mick Lynch said that these soaring crime rates came as no surprise to tube workers that were on the frontline every day in an increasingly hostile environment.

"RMT has been warning for many years that instead of an agenda of austerity and constant cutbacks we need

decent staffing levels and investment to ensure a safe and secure transport network for London," he said.

The latest data showed that there had been 10,836 offences reported between April and September this year, compared with 6,294 over the

same period last year.

This includes an 83 per cent increase in thefts, including pickpocketing, to 5,378 offences, and a 107 per cent increase in robberies, which rose from 164 to 340 offences.

■



DLR WORKERS TAKE ACTION

RMT members working for contractors Keolis Amey Docklands (KAD) on the Docklands Light Railway (DLR) took 48-hour strike action in November against low pay.

Members have already been carrying out an overtime and rest day working ban in pursuit of an improved pay offer. KADs contract with TfL, for operating the DLR, provides for RPI indexed increases in its funding yet KAD's staff have been offered a pay rise that is less than half the rate of increase in the RPI.

RMT general secretary Mick Lynch called on the company to stand by its commitments

rather than holding back on the pay up lift that staff deserved.

"RMT remains available for meaningful talks to reach a settlement," he said. ■



RECRUITING APPRENTICES

RMT national operations representative at Network Rail Mark Bellenie reports on a successful day bringing apprentices into the union

This year's induction for maintenance apprentices Network Rail acted on feedback and moved away from delivering impersonal PowerPoint presentations and instead went for an informal approach encouraging newcomers to visit stalls of various rail industry representatives.

Apprentices were asked to engage in a quiz, each stall holder contributed five difficult to google questions to encourage apprentices to engage with the stall holders to find the answers. East Coast RMT rep Jack Rawcliffe designed some great questions to stimulate conversation about the importance of the union's place within Network Rail.

Plenty of new maintenance recruits now know you are

twice as likely to die at work in a non-unionised workplace, how much profit the TOCs take away from the industry and how much of that goes abroad.

They also got a briefing on how RMT negotiates pay, provide legal cover and workplace representation. RMT's stall was hosted by Jack Rawcliffe, Mick Flynn, route rep

at Peterborough, Gerry Hitchen from the organising unit and York branch Chair Nathan Reynolds. RMT lead health rep Tony Bowers extolled the importance of safety at work and Derby branch secretary and lead Union Learning rep John Holmes delivered PTS briefings.

In total we had a large and noticeable RMT presence with an opportunity to build on our success for next year's induction. Each induction sees 180 new apprentices, the vast majority at school leaving age, and the union has been fostering the working relationships with Network Rail's training department. ■



APPRENTICES: Mark Bellenie with new members



Standing room only RMT public transport fringe.

RMT AT LABOUR CONFERENCE

RMT made a big impact at Labour Party conference this year where RMT general secretary Mick Lynch used numerous media interviews to set out RMT's expectations of a Labour government.

He also spoke at a number of fringe meetings including RMT's own packed out fringe

meeting entitled "How can Labour Transform public transport" organised by RMT Liverpool branches and the Trade Union Coordinating group fringe on workers' rights. The meeting was also attended by Shadow Employment Minister Justin Madders.

At both these events the

union's arguments for better public transport and workers' rights particularly in light of the P&O scandal were well received. The union also engaged in a number of policy discussions and it was also encouraging that Shadow Secretary of State for Transport Louise Haigh used her

conference speech to support municipal ownership of bus services alongside a commitment to bring the railway back into public ownership and "in place of the fractured, fragmented chaos we see today we will deliver a unified rail network with passengers at the heart". ■

ORGANISING YOUNG MEMBERS

Union launches campaign to organise apprentices and graduates

RMT activists held their first social for apprentices and graduates at London Underground and Transport for London by attending the open day of the Acton Museum Depot (right).

They were joined by the RMT senior assistant general secretary Eddie Dempsey who regaled them with his knowledge of trains. Later, after decamping to the pub, they were joined by NEC member Carlos Barros and the general secretary Mick Lynch.

At the museum, they got to have a look up close at the heritage of the London Underground, where they saw an accompaniment of historic rolling stock and buses that have served Londoners during the company's 160 years. They also got to take a look at

some of the restoration projects that are currently underway on 1930s rolling stock.

The event was the first as part of the union's campaign to organise apprentices. To begin with, the campaign is focusing its efforts on London Underground/Transport for London and Network Rail. The campaign itself has two aims, the first is to secure a higher standard of education for them that is done in-house as now both companies completely outsource their apprentice education after the closing of Network Rail's training school.

The second aim and the most important of the two, is the securing of apprentices onto permanent contracts and ending the current use of



fixed-term ones. The use of fixed-term contracts currently allows management to exploit apprentices through the fear of not giving them permanent contracts at the end of their apprenticeship if they are viewed as troublemakers. This stops apprentices from seeking help from reps if they are having a problem.

If you are an apprentice or graduate or know a member who is and would like to be involved in the campaign, then please contact RMT young members through their social media accounts on Facebook,

Twitter or Instagram.

Alternatively, contact the email address YMchair@rmt.org.uk.

CONFERENCE

Each year young members get together for their annual conference which next year will take place in Wigan on February 23/24. The young members conference earlier this year in Hastings was one of the largest events ever held by young members. Conference is organised by the young members advisory committee which is elected at conference. There is also a young members course which is open to members under 30 years of age that runs alongside the union's annual general meeting next year meets in Hull at the end of June 2024. ■

For more information on all these events contact using the email address YMchair@rmt.org.uk



CAMPAIGNING IN WALES

RMT recently held a reception in the Senedd Cymru Welsh Parliament to make Senedd members aware of RMT's key policies on transport and employment rights. The reception was attended by Senedd members from a number of political parties and members of the rank-and-file RMT political committee.

The event was also addressed by RMT regional organiser Brendan Kelly who also represents the union on the Wales TUC General Council. The union also held a constructive meeting with Wales transport minister Lee Waters to discuss mutual areas of concern. ■



Pictured with RMT general secretary Mick Lynch are Senedd Labour members Mike Hedges, convenor of the RMT Senedd group, and Carolyn Thomas who also chairs the Senedd Public Transport Cross Party Group.



ORGANISING AT ROYAL FLEET AUXILIARY

RMT Royal Fleet Auxiliary convenor Ian Parkin outlines the issues facing members

The Royal Fleet Auxiliary (RFA) is a naval auxiliary fleet owned by the Ministry of Defence (MoD). It is a component of the Royal Navy and provides logistical and operational support to the Royal Navy and the Royal Marines.

The RFA ensures the Royal Navy is supplied and supported by providing fuel and stores through replenishment at sea, transporting British Army personnel, providing medical care and transporting equipment and essentials around the world, at times, to operating war zones.

The RFA also acts independently providing humanitarian aid, counter piracy and counter narcotic patrols together with assisting the Royal Navy in preventing conflict and securing international trade. They are a uniformed civilian branch classed as Civil Servants of

the MoD and crewed by registered British merchant seafarers. RMT has recognition to organise all Ratings grades at the RFA which is also the biggest employer of civilian UK seafarers in the shipping industry.

RMT officials and myself visited vessels in Merseyside, Portland and Plymouth to meet members and update them on the ongoing situation regarding the RFA pay offer of 4.5 per cent for substantive grades and five per cent for apprentices and cadets. Members clearly voiced their concerns over the acute shortage of hands onboard RFA ships across all departments as well as registering their discontent with the pay offer.

RFA is suffering from a recruitment and retention problem as the number of new staff is not matching the

number leaving the organisation due to the erosion of terms and conditions, plus the 18 per cent pay gap between other blue light employers and wider disparities across the maritime sectors.

RFA's apprenticeship programme is welcome but it is not sufficient to address these problems. During the visits to ships, RMT officials took the opportunity to increase the number of RFA potential new members giving them information on the benefits of being a member in the RFA and the union's wins over time, demonstrating the value of being heard and having a voice.

Ships RFA Fort Victoria, Tide Race, Tide Surge, Tide Spring, Argus, Lyme Bay and the newly delivered Multi Role Ocean Surveillance ships in the Fleet, Sterling Castle and Proteus were visited over by

myself, assistant national secretary and RFA lead officer Mark Carden and RMT maritime organiser Ian Boyle.

RFA PAY

In September 2023, RFA management met with RMT to discuss the pay offer and look at possible soft options to ease in the pay offer and to implement it in the November payroll but no such options were suggested by management.

The union suggested an increase in allowances, leave parity and increasing the final pension food emolument daily rate to help ease the pay implementation. Unfortunately, this was dismissed by senior civil servants and management. RMT was told that the RFA's hands were tied by the Treasury and the pay award was out of their control.

RMT representatives asked

if a special business case could be submitted to the Treasury by the RFA to ask for a pay increase outside of Treasury remits which would also address RFA's haemorrhaging of staff and make them a more desirable employer to seafarers. Since 2010, the government has taken two bites out of the Civil Service Pension Scheme, making it less attractive to future generations of RFA sea going personnel. This has been worsened by the removal of benefits to employees who joined the organisation after 2015.

RFA said that it had just signed a new build contract with Harland and Wolff, Navanti UK and BMT for three new Fleet Solid Support Vessels to replace its current Solid support ship Fort Victoria and hoped to increase its current workforce by 450 personnel across all grades by 2028 when the first Solid Support ship was due for delivery and the pay offer for 22/23 was clean with no cuts in any other areas.

RMT is currently conducting a referendum of RFA members, asking them if they

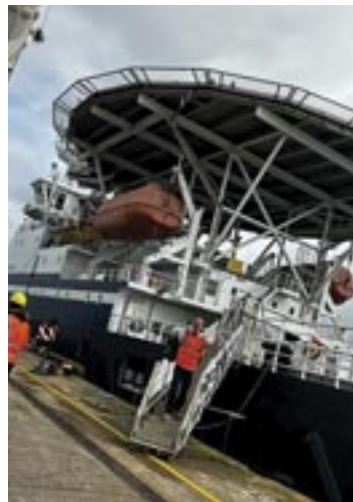
would be willing to accept the pay offer and if they would be willing to be balloted for industrial action. The results will then be actioned, and this could potentially see members of the Royal Fleet Auxiliary service taking all out industrial action alongside ships officer members from Nautilus international.

Although the RFA's future seems bright for the UK seafarer on paper, pay and terms and conditions do not and we need to see a substantive pay increase to bring us up to the same levels of the wider maritime industry, including leave parity, increased pension terms along with improvements to ships Wi-Fi coverage and connectivity – staying in touch is a major part of work life balance for RFA seafarers.

Getting these things right will make RFA more desirable to the younger generation, securing the Royal Fleet Auxiliary's future in a competitive industry and giving us some protection from governments trying to get everything on the cheap regardless of the impact on the RFA. ■



RMT assistant national secretary Mark Carden with members from RFA Tidespring



Ian Boyle on Sterling Castle



RMT regional organiser Steve Shaw with members from RFA Proteus



Ian Boyle and Mark Carden



RMT Convenor Ian Parkin with members of Fort Victoria.



RMT WELCOMES IN-HOUSE DECISION ON CLYDE AND HEBRIDES FERRY SERVICES

The union has welcomed the Scottish government's decision to 'explore a direct award' of the next contract for Clyde and Hebrides Ferry Services to CalMac.

RMT general secretary Mick Lynch said that it was a step in the right direction for the Clyde and Hebrides contract which was in line with the recommendation of the

cross-party Net Zero Energy and Transport Committee.

"A long-term direct award would bring much-needed stability and certainty to workers and passengers on CalMac operated routes and protect public investment.

"We will be urging the Transport Minister Fiona Hyslop to argue that the next step should be a coherent

and sustainable ferry plan underpinned by a permanently publicly owned People's CalMac which has the confidence of ferry passengers, workers and communities alike.

"We will also express our strong opposition to any steps which would see the introduction of new privately operated ferry routes or

services outside the operational control of CalMac.

"Regarding the Northern Isles contract, RMT is disappointed that the Scottish government is continuing with tendering and we will be campaigning for that contract to be awarded to a public sector operator too," he said. ■

Track safety protests



END OUTSOURCING

RMT is campaigning for the insourcing of transport workers

RMT sees the commitment in Labour's New Deal for Working People to 'the biggest wave of insourcing in a generation' as a critical promise because outsourcing has become a scourge for workers.

Firstly, outsourcing embeds low pay. Most outsourced workers on rail, for example, are employed at or near the National Minimum Wage, or at best the Real Living Wage. The construction and manpower companies that populate Network Rail's supply chain also use a variety of precarious contracts including zero hours contracts, agency work, bogus self-employment and the use of umbrella contracts.

Workers who perform vital and safety-critical work on London Underground's track are engaged through two 'employment agencies', Morson and Cleshar, who put them on bogus self-employed contracts that deny them sick

pay, holiday, pensions and travel facilities. Workers' report having to monitor their phones constantly in case they are offered shifts and 75 per cent of the workers surveyed reported struggling to make ends meet on what they earn.

Outsourcing denies workers access to pensions with outsourced workers typically enrolled in inferior schemes often with minimum employer contributions. Outsourcing also reinforces inequality by the unbundling and de-skilling of roles and the lack of training which can result in racially or gender-based occupational segregation.

How does outsourcing erode workers' pay and conditions? The answer lies in the business model itself. Public services are 'labour intensive' meaning that workers' wages and conditions constitute much of the cost base, typically around

80 per cent. A private company looking to bring 'commercial efficiency' to a contract to make a profit depends on reducing labour costs.

This fixation on cost-cutting is, of course, why outsourcing has been so popular with private rail companies and public authorities like Transport for London and Network Rail, which recently renewed its cleaning contract with outsourcing giant Mitie. It is also why Network Rail persists in outsourcing its vast renewals budget to construction giants. Outsourcing is seen to be cheaper with the added benefit that contracting authorities can simply wash their hands of workforce issues, claiming that they are not the employer.

For example, neither company holds information on the number of workers employed on the rail infrastructure in renewals.

Questions tabled in Parliament relating to the numbers of indirectly employed infrastructure workers who are outsourced, on zero hours contracts or self-employed were all answered with the statement that neither held this information. The Department appears not to even know how many infrastructure workers hold Personal Track Safety Certificates.

The cost effectiveness of outsourcing has also been significantly overstated as profit margins of around 5-6 per cent mean that hundreds of millions of pounds are simply leaking out of the rail industry every year into shareholders pockets.

RMT estimated that last year outsourcing of Network Rail's renewals alone resulted in more than £180 million leaking out of the sector, with TOCs' outsourcing adding another £100 million. Then there is the fact that

outsourcing simply shunts costs from one public body to another. Workers being employed on low pay might save one public authority in the immediate term, but they simply push costs onto welfare budgets instead.

LETHAL

Outsourcing also leads to a deterioration in service quality and in safety critical industries this can have potentially lethal consequences. On April 15, 2022, a track worker engaged by one of these companies was struck by a train while working in a three-person team. The team had one worker employed by Morson, one by Cleshar and one by London Underground. A three-person team with three separate employers. The subsequent investigation by the Rail Accident Investigation Branch (RAIB) exposed some critical facts about the way that this employment model affects both workers and their safety at work. The report warned that 'some agency staff feel that they cannot question or challenge LUL staff

because this could affect the likelihood of further work with a particular group of people at a particular depot'.

The RAIB also noted that some agency staff may feel that they need to exaggerate their familiarity with track or be reluctant to raise questions in briefings for fear of not being offered work in the future. An RMT survey confirmed these findings with 63 per cent of respondents to the survey agreed or strongly agreed with the suggestion by the RAIB that they would feel uncomfortable raising an issue for fear of losing work.

Thirty years of rail privatisation has resulted in a wave of outsourcing and cost cutting on the railways. Maintenance staffing was cut from 31,000 to 19,000 in the six years after 1993 - partly replaced by casualised sub-contracted labour.

Maintenance was fragmented between Railtrack, so-called 'Infracos' and their sub-contractors, all trying to minimise costs in the drive for profit leading to a series of disastrous accidents. While the

response from the newly created Network Rail was to insource maintenance in 2004, the debt-laden infrastructure company is again cutting maintenance costs and relying more on more contingent labour, and the safety risks are rising once again.

INSOURCE CLEANING!

The latest data from TfL also shows increasing use of agency work. The Covid pandemic exposed the risks associated with outsourced cleaning. Even before the pandemic, it was well understood that outsourcing contracts imposed financial straitjackets on public authorities that made it difficult to increase or move resources around without incurring additional costs.

Moreover, cleaning is often viewed as 'non-core' or ancillary, even though research in the NHS at the time of MRSA outbreak exposed 'cheap and dirty' outsourcing contracts as a major problem. When Covid reached Britain, train operating companies and

TfL found themselves relying on supposedly 'non-core' cleaners to reassure passengers about the safety of their services. With breathtaking gall, TOCs boasted in public about their cleaning services and praised their 'non-core' workers, while scrabbling around to repair understaffed contracts and sending cleaners into work without sick pay.

A FAILED MODEL

Outsourcing is failed employment model which is grossly unfair to working people and fragments and erodes service quality. That is why RMT is campaigning to end outsourcing and if Labour forms the next government, it must make its commitment to insourcing more than impressive sounding rhetoric.

It must be the start of rebuilding integrated public service employment. RMT will be working with other trade unions to make sure this happens as well as watching the outcome of the Mayor of London's review of TfL's outsourced cleaning contract.■

RAIL GOURMET WORKERS WIN PAY RISE ON TPE SERVICES

Contracted out caterers working on TransPennine Express services have won a 21.21 per cent pay increase following multiple days of strike action.

RMT members employed by Rail Gourmet will see their average salary increase by over £4,000 this year. Workers also won concessions around duty and leisure travel and an agreed roadmap towards improving wages and conditions further into the future.

RMT general secretary, Mick Lynch said that it was a fantastic victory for some of the most exploited workers on



the railway.

"Only through the steadfast dedication and unity have Rail Gourmet workers achieved such an impressive pay increase.

"What this success shows is

strike action and industrial muscle at the negotiating table achieves results.

"All contractors in the railway industry must be pressured to pay their workers properly, and to give them

good conditions in the workplace.

"RMT will never shy away from that fight and ultimately all contracted out staff on the network must be brought back in the house," he said. ■

EAST MIDS BUS STRIKE SUSPENDED



Planned rolling 48-hour strike action by bus workers at Stagecoach East Midlands was suspended following an improved multi-year pay offer.

Following notice of strike action members at Stagecoach East Midlands were made an offer representing an 18.7 per cent rise in total with the next pay anniversary date to be July 1, 2026 which was rejected in a referendum.

A further offer was made to bring wages above £15 per hour before the end of the deal in December 2025 which has been put out to referendum.

Bus drivers currently only earn £10.93 an hour when they start the job with it only rising to £12.50 after one year's service. This is despite Stagecoach's latest financial report which revealed that it had paid out dividends to shareholders worth £47.5 million.

RMT general secretary Mick Lynch congratulated members for an impressive show of industrial strength and determination which had significantly moved management.

"Strong organisation and

being prepared to take significant stoppages gave our negotiators the leverage needed to achieve this new offer.

"The huge endorsement for strike action by Stagecoach members reflected the growing disgust amongst bus workers at being taken for granted while their pay

continued to fall in real terms," he said.

GETTING ORGANISED

RMT bus workers have set up an organising committee for the purposes of recruitment following a motion from the bus workers conference which was endorsed by the annual general meeting earlier this

year.

The committee met at Unity House and agreed to ensure that the annual national organising conference of bus workers carry out its organising strategy. The priorities included the need to plan, map and sustain regular activity around issues that bus workers feel strongly about. ■



ORGANISING: The bus workers organising committee: (From left to right) Edmond Sturgess, Eddie Dempsey, Jason Gosling, Keith Murphy, Gary Jackson, Lee Rundle and Stephen Lethbridge.

COME TO THE BUS WORKERS' CONFERENCE

The national organising conference of bus workers takes place every year and the 2024 conference takes place in **Grimsby on April 12/13**. Its aim is to discuss issues affecting bus workers and feed in motions and strategies to the union's annual general meeting which meets in June every year. Members who wish to attend please contact your branch secretary.



RECRUIT: RMT launches campaign to recruit Avanti West Coast station staff with RMT regional organiser Craig Johnston, Mick Lynch, Euston local rep John Awobenu and regional organiser Kathy Mazur

RECRUIT YOUR WORKMATES!

RMT calling cards allow you to recruit colleagues and strengthen your voice in the workplace

The union has produced calling cards with a simple-to-use QR code to allow your workmates to instantly join RMT and enjoy protection at work from day one.

Just by using the camera on any smart phone via the QR code on the calling card, transport and energy workers of any grade can join up.

The more of your workmates that are in the union in your workplace then the stronger your voice will be

when it comes to health and safety, terms and conditions, rostering, pay, job security and any number of other issues.

Every branch and regional council will receive batches of the calling card to be used in the workplace at any time. As a result, we can all be recruiters whenever we like. You can encourage potential members to simply scan your card or give them a card to take away and join and even allow them to recruit other

workers as well!

In addition to using these cards on your planned recruitment activities through the year, they can be provided to branch members to recruit with great ease and convenience. Branch and regional representatives can distribute them to workplaces and depots how they see fit.

RMT general secretary Mick Lynch welcomed the initiative to win more members to the union at a time when all

grades need their union to speak for them in the workplace. He said that if this initiative proved to be successful more cards will be made available as required.

"It is crucial that we all become recruiters in the workplace and beyond in order to give you a stronger voice on issues that matter to you," he said. ■

RMT branches and regions can get more cards by emailing b.denny@rmt.org.uk



THE 1993 RAILWAYS ACT '30 YEARS OF WASTE'

New RMT report exposes the three-decade debacle of rail privatisation

Thirty years ago, on November 5 1993, the Tories introduced The Railways Act which privatised Britain's railway and led to at least £31 billion leaking out of the system since then while passengers are paying eight per cent more in real terms to travel on a deteriorating system.

Margaret Thatcher's previous Tory governments had already sold off many public assets such as energy, water, buses but she believed that the railway was 'a privatisation too far' and the public agreed. However, the Conservative manifesto in

1992 promised to privatise the railway and the party unexpectedly won the election and the new right-wing Prime Minister John Major moved ahead with it.

The Act began a process by which ownership and operation passed from government control into private hands which was completed by 1997. This deregulation of the rail industry was initiated by European Union Directive 91/440 in 1991 which demanded among other things open access operations on railway lines by companies other than those that own the

rail infrastructure.

The Railways Regulations 1992 was introduced in Britain under Section 2(2) of the European Communities Act 1972 to comply with the EU directive.

However, the passage of the 1993 Railways Act was controversial and there was much lobbying against it. The Labour Party was opposed to it and promised to renationalise the railways when it got back into office. The Conservative chairman of the House of Commons Transport Committee Robert Adley famously described the Bill as 'a poll tax on wheels' but he

died suddenly before the Bill completed its passage through Parliament.

As a result of the 1993 Act, rail operations were broken up and sold off with various regulatory functions transferred to the newly created Office of the Rail Regulator. Ownership of rail infrastructure passed to Railtrack, while track maintenance and renewal assets were sold to 13 private companies across the network.

Ownership of passenger trains passed to three rolling stock companies (ROSCOs) – the stock being leased out to passenger train operating

companies (TOCs) awarded contracts through a new system of rail franchising.

As a result of this carve-up tens of billions of pounds have been siphoned out of the industry by the private sector and into the pockets of the shareholders of the host of companies that feed off what should be a vital public service.

Consequently, public opinion polls have consistently shown overwhelming public support for nationalisation of railways. The latest Yougov tracker shows 64 per cent in favour of public ownership and just 11 per cent opposed.

The union has once again called for an end to this disastrous experiment and for the creation of a single, integrated publicly owned railway company which would save around £1.5 billion every year and cut fares by 18 per cent, helping to encourage more people back onto Britain's railways.

RMT's report *Rail privatisation – 30 years of waste and rising fares*, available on RMT's website, shows that at least £1.5 billion or more leaks out of Britain's railways every year in the form of profits extracted by train operating companies, rolling stock leasing companies, subcontractors and other costs that arise the fragmentation of the railways.

Throughout privatisation, the annual outflow of funds would have enabled, on average, a cut of 14 per cent in fares. If the railways were nationalised now and the flow of funds into the private sector was cut off, the money saved would fund a cut of 18 per cent in fares.

For the travelling public, the cost of rail is now almost eight per cent higher in real terms than it was in 1995, before privatisation. This figure has dropped in the last two years only as inflation as risen. Until the cost-of-living crisis, when fare increases were decoupled from RPI

inflation, fares were consistently 15-20 per cent higher in real terms than before privatisation.

However, passengers have seen little of this money reinvested in the railway. Instead, it has flowed out of rail into the pockets of the shareholders of the host of private companies. For passengers, the fragmented system has meant rising costs, timetable chaos, 55 million different fares, cancellations, service reductions, attempts to cut staff from trains and stations and, most recently, the wildly unpopular and unsuccessful attempt to close ticket offices.

RMT general secretary Mick Lynch said that the report showed that while Britain's 30-year experiment with rail privatisation had been great for the City of London boardrooms, it had been an expensive debacle for passengers.

"Under privatisation the rail system has become a cash cow for the cloud of parasitic private interests that swarm around it, but passengers have got an increasingly expensive fractured railway with 55 million different fares, plagued by service cuts and cancellations and run by people fixated with cutting staff costs.

"Indeed, the governments wildly unpopular and unworkable ticket office closures plan was driven by a system that sought to protect profits at the expense of passengers.

"The U-turn on ticket office closures and the 30-anniversary of the debacle of railway privatisation should be a turning point that leads to the establishment of a nationally integrated publicly owned rail network run as a public service, a move that would be massively popular with passengers and communities," he said. ■

The RMT report is available on the RMT web site



TABLE: WASTE FROM PRIVATISATION AND FARE REVENUE

Time period	Total passenger revenue (£ million)	Leakage and waste from privatisation	Fare reduction possible
Apr 1994 to Mar 1995	4,109	817	20%
Apr 1995 to Mar 1996	4,384	839	19%
Apr 1996 to Mar 1997	4,637	859	19%
Apr 1997 to Mar 1998	4,998	875	18%
Apr 1998 to Mar 1999	5,439	888	16%
Apr 1999 to Mar 2000	5,899	900	15%
Apr 2000 to Mar 2001	5,947	907	15%
Apr 2001 to Mar 2002	6,085	918	15%
Apr 2002 to Mar 2003	6,212	930	15%
Apr 2003 to Mar 2004	6,529	943	14%
Apr 2004 to Mar 2005	6,853	955	14%
Apr 2005 to Mar 2006	7,253	975	13%
Apr 2006 to Mar 2007	7,883	998	13%
Apr 2007 to Mar 2008	8,539	1,021	12%
Apr 2008 to Mar 2009	8,916	1,058	12%
Apr 2009 to Mar 2010	9,010	1,080	12%
Apr 2010 to Mar 2011	9,344	1,161	12%
Apr 2011 to Mar 2012	9,768	1,166	12%
Apr 2012 to Mar 2013	10,145	1,198	12%
Apr 2013 to Mar 2014	10,557	1,230	12%
Apr 2014 to Mar 2015	11,211	1,248	11%
Apr 2015 to Mar 2016	11,706	1,248	11%
Apr 2016 to Mar 2017	11,866	1,256	11%
Apr 2017 to Mar 2018	11,801	1,290	11%
Apr 2018 to Mar 2019	12,228	1,322	11%
Apr 2019 to Mar 2020	11,967	1,346	11%
Apr 2020 to Mar 2021	2,181	1,357	62%
Apr 2021 to Mar 2022	6,527	1,392	21%
Apr 2022 to Mar 2023	8,643	1,519	18%
TOTAL	230,637	30,879	14%

Source: ORR - <https://dataportal.orr.gov.uk/statistics/usage/passenger-rail-usage/table-1211-passenger-revenue-by-sector/>. Passenger revenue data is taken from the ORR data, which is adjusted to represent real-terms revenue against CPI.

REMEMBER CLAPHAM

Fatigue and safety remain an issue 35 years after Clapham rail disaster

35 years on from the Clapham rail disaster which killed 35 people, RMT is warning that the railway network remains chronically understaffed, underfunded and reliant on safety critical staff working excessive overtime.

At 8:10 am on the morning of December 12, 1988, a crowded commuter train, the 'Poole' service, ran head-on into the rear of another train which was stationary in a cutting just south of Clapham Junction station.

After that impact the first train veered to its right and struck a third oncoming train, fortunately there were no passengers on this stock movement. As a result of the accident 35 people died and nearly 500 were injured, 69 of them seriously.

The resulting inquiry into the crash, chaired by Anthony Hidden, found that the primary cause to be wiring errors made by a rail worker who'd had only one day off in 13 weeks and that a culture of excessive hours was to blame.

The Inquiry's recommendations included important points on training, competence and areas designed to address the underlying causes of management failures that were



ultimately responsible for the accident.

Many think that the Hidden inquiry also made recommendations on hours railway workers were allowed to work and that those hours were clearly set out. In fact, Hidden only made a recommendation to "ensure that overtime is monitored so that no individual is working excessive levels of overtime".

That is all he said. Nothing about shift length, nothing about rest between shifts, nothing about maximum hours in a week and absolutely nothing about any number of

consecutive days worked. It was the industry itself who dreamt that up and called them the Hidden Rules as if they had been reached by some sort of scientific analysis of the risks and hazards of working long hours and developed a clearly defined set of parameters that would ensure worker safety. Far from it, what they came up with was a set of limits which was the maximum they could get away with.

The Hidden limits were: no more than 12 hours in a shift; at least 12 hours rest between shifts; no more than 72 hours

in any seven-day period and no more than 13 consecutive days without a day off. And even then, these weren't set maximum hours as if the "exigencies of the service" required it that they could be broken.

Clapham showed why fatigue and limiting workers hours are essential to control safety but there are many reasons for long working hours not least of which is workers' rates of pay. Poorly paid workers, workers blighted by austerity, need to work longer hours to make ends meet.

There is a lot of evidence

that, especially within some contractors, the 12-hour shift can often be preceded by or followed by one-hour, two-hour or even at the extreme three-hour journey times.

For example, in 2013 two track workers from Doncaster were killed in a road accident on the A1. They had driven up to 2½ hours, worked their shift and were on their journey home when they were involved in a collision. The following year three Carillion workers were killed after their shift was completed and on the drive home to South Wales, driving time at least 1½ hours minimum.

Hidden also noted the Automatic Train Protection (ATP) being developed for industry by British Rail but thought implementation timetables were to slow and called for it to be fully implemented within five years. If industry had complied it is arguable that ATP could have prevented both the 1996 Watford train crash (one dead) and Southall in 1997 (three dead).

In 2017, a Rail Accident Investigation Branch report into a serious irregularity at Cardiff Central also revealed that other lessons from the Clapham Junction accident appeared to have been forgotten.

As a result, the union has given a blunt warning that cuts to rail staffing, the drive towards casualisation and zero hours contracts amongst rail agencies supplying engineering staff, risks dragging the rail network backwards to a culture of fatigue and overwork.

RMT senior assistant general secretary and head of safety for the union Eddie Dempsey has warned that fatigue arising from night and shift-working arrangements has been cited as a major contributory factor in numerous rail incidents including the 1988 Clapham Junction collision.

"35 years on, the lessons



still haven't been learned - the railway remains chronically understaffed, underfunded, and reliant on safety critical staff working excessive overtime.

"Indeed, in Network Rail there are over 50 temporary derogations against Operations Staff Rosters which do not comply with Network Rail's own Fatigue

Management Standard while signallers are regularly working up to 72 hours per week.

"This is against a backdrop of Department of Transport real-term cuts to rail funding in Control Period 7, with cyclical maintenance having been cut in half and massive cuts to Renewals in the next five years at least.

"Safety cannot be delivered

on the shoestring and the cost of understaffing is a railway reliant on subcontracting and unable to effectively manage fatigue.

"The result is an unavoidable reduction in safety, which in turn can lead to accidents – some of which are devastating and fatal," he said.

■

The Crewe Erecting Shop



TRAGEDY ON THE TRACKS

Author Margaret Roberts writes about a teenage rail worker maimed one hundred years ago at Crewe Works

The rise of the railways during the Industrial Revolution transformed the way people connected and traded and it is widely considered one of the most important innovations of the time.

However, early safety standards were rudimentary, and the human toll extracted by the railways' relentless progress were both tragic and profound. It was a time when every nail hammered and every rivet tightened came with a risk to life and limb. The exposure to hazards was even greater for younger workers who lacked the experience and awareness of the risks they confronted in those noisy, smoke-filled railway yards.

Behind every railway accident lies a human story, a tapestry of a life woven together by family ties; fathers and sons, brothers and uncles working side-by-side, stories that are more than a number in an accident book.

Crewe, a prominent railway

hub, witnessed its share of incidents involving young workers whose accidents are recorded on the Railway Work, Life & Death project database and aims to be a platform where their voices resonate as a poignant reminder of the price paid for progress.

Frank Nixon, the youngest Crewe casualty in the database, was just 15 years old and had been working only a few months in the Works. He entered his role as an apprentice fitter in Crewe Works on May 16, 1923 and the very next day he met with a 'shocking accident'.

He was crossing the line when he was hit by a tender heading for the Erecting Shop. Despite making a desperate effort to get clear he was run over and as a result suffered catastrophic injuries.

The son of railway boiler maker Thomas Henry Nixon and his wife Clara nee Moses, Frank was born on November 12, 1907. Like his brother

Harry he had previously been employed as a paperboy and, together with their younger brother Stan, all the boys followed their father into the London and North Western Railway (LNWR) works at Crewe.

The official report states that Frank crossed the line without sufficient care but conceded that his view had been obstructed by another engine. The shunter and his under-shunter had been walking either side of the leading tender and the engine whistle was constantly sounded. He was caught by the wheel, which passed over his legs, serving one at the ankle and the other below the knee. The Railway ambulance men were quickly on the scene and measures were taken to stem the haemorrhage before Frank was taken to hospital. The local paper reported that 'the unfortunate boy has borne his affliction with bravery and fortitude' and that

he was 'a bright little chap'.

It must have been difficult for Frank in a totally new environment to get to grips with all the noise, steam, and activity so perhaps it is not surprising that he was unaware of the danger constantly surrounding him. The official report states that he had both legs amputated, a devastating outcome for one so young. The railway company supplied artificial limbs for workers who had suffered a loss at work but there was nothing definite to show that Frank would have been a beneficiary or any note of any compensation for his accident.

I wondered what became of Frank, but I couldn't find any mention of him in the 1939 National Register, though his parents were still living in Sandon Street. A search of the newspapers soon revealed the answer, in July 1927 a notice in the personal section of the Crewe Chronicle read:

Mr and Mrs T H Nixon and

family wish to thank all relatives, friends and neighbours, also workmates and office staff, for the many kind expressions of sympathy in their sad bereavement also for the beautiful floral tributes.

Frank had died at home on July 2, 1927, aged just 19. His death was registered by his mother, no post-mortem was carried out and Frank was noted as being a railway clerk, suggesting that the LNWR re-employed him after his accident. Frank was buried in Crewe Cemetery, a grave in which both parents and brother Harry were interred in

later years. On the anniversary of his death a poignant notice was posted by the family
*In ever-loving memory of our dear son and brother, Frank Nixon, who fell asleep on July 2, aged 19 years
No one know the silent heartache,
Only those who have lost can tell
Of the sorrow borne in silence,
For the one we loved so well
Sadly missed by mother, dad,
Harry and Stan*

Thomas, Harry and Stan all worked for the LNWR for the whole of their working lives, a not-uncommon thing in Crewe. Thomas himself was a member of the LNWR Veterans

Association and served fifty-one years as a boiler maker. The process of starting work as a teenage apprentice, growing up with workmates, sharing in rites of passage such as marriage and starting a family constituted the fabric of a life course for railway workers in Crewe, but sadly denied by a momentary lapse of concentration from an excited young man on his first few days at work.

The untimely death of young Frank Nixon, and the others in this series, while fulfilling their duties are reported by the Railway

Companies in stark and factual terms. Its heart-wrenching to think of the unfulfilled dreams and goals that stretched out before them and the adventures that were waiting to be pursued, abruptly taken away. The maze of stories linked with the loss of these lives has to be remembered and told, the fragility of a family's existence altered in a single moment, not recognised by officialdom, but everlasting in its consequence. ■

For more information on the Railway Work, Life & Death project go to:
<https://railwayaccidents.port.ac.uk/>

MARTIN'S MERCHANT NAVY MEDAL

After serving in the Royal Fleet Auxiliary (RFA) for over 50 years, RMT member Martin Etwell has been decorated with the Merchant Navy Medal for Meritorious Service for his outstanding contribution to the service.

Introduced in 2015, the medal is presented to merchant seafarers including the 1,700 men and women in the Royal Fleet Auxiliary for their outstanding contribution to the maritime industry and seafaring. Only four other RFA personnel have received the MNM for their work with the service.

Chief Petty Officer Martin Etwell joined the RFA in 1971 as a galley boy on RFA Resource. Half a century later he is passing on his knowledge to RFA trainees at Worthy Down, near Winchester.

Before stepping ashore to teach, Martin served on every class of RFA vessel in service up to the new Tide-class tankers which support UK carrier operations.

He was in the galley of RFA



Fort Austin during the Falklands conflict. The ship spent four days in 'Bomb Alley', surviving several near misses and subsequently took survivors from destroyer HMS Coventry aboard.

In 2020 he was serving aboard RFA Cardigan Bay, command ship for Royal Navy minehunters in the Gulf, conducting patrols during a period of heightened regional tensions.

Martin finds time to assist and coach new recruits who

benefit enormously from his expert tuition and mentors those on his course who need extra support. Many trainees have often gone on to take the 'top student' title at Worthy Down and serve award-winning military catering teams. Martin's efforts have already been recognised as Chef of the Year in 2011 and 2019 by the Worshipful Company of Cooks.

"It is a great honour to receive this prestigious award and I am very grateful to the

RFA for my nomination.

"Being a merchant seafarer is not just a job it's a way of life," Martin said.

This year's recipients were decorated by the Princess Royal at Trinity House in London in the presence of the Secretary of State for Transport, Mark Harper.

Martin Etwell, pictured front (far) right in the photograph, also recently received his 50-year medallion from his union RMT.

■

RMT EQUALITY CONFERENCES 2024

RMT equalities officer Jess Webb outlines the role of the union's equalities conferences

RMT is fully committed to promoting equality and recognises that for the union to serve all its members, fair representation is essential throughout all structures.

As part of this strategy, advisory committees were established to encourage and facilitate participation of our women, black and ethnic minority (B&EM), LGBT+, disabled and young members. This structure reflects the equality groups established by the TUC.

RMT advisory committees meet three times a year and each holds an annual conference. Any members

wishing to attend conference or to join the advisory committee must be nominated by your branch.

The committees and conferences are there to advise the union on matters relevant to them. Whilst they cannot make policy, that is for the Annual General Meeting or National Executive Committee, these bodies and the leadership are eager to listen and act on what these groups recommend. Regional advisory committees can also be established to encourage local participation.

The advisory committees and their conferences rely on

branches and regions submitting motions for them to discuss and vote on. If the national advisory committee votes in favour of the resolution, it will then be considered by the national executive committee and

carried out as they instruct. Whilst this seems a very formal way of doing things, it does ensure that a democratic process is followed and promotes debate within the union.

WOMEN'S CONFERENCE

1-2 March 2024

RNLI College, West Quay Road, Poole BH15 1HZ

BLACK & ETHNIC MINORITY MEMBERS' CONFERENCE

4-5 March 2024

Birmingham Conference & Events Centre, Hill Street, Birmingham B5 4EW

DISABLED MEMBERS' CONFERENCE

10-11 April 2024

Hilton Liverpool City Centre, 3 Thomas Steers Way, Liverpool L1 8LW

LGBT+ MEMBERS' CONFERENCE

17-18 May 2024

Mechanics Institute, 103 Princess Street, Manchester M1 6DD

'AS BIRDS ARE BORN TO FLY, WOMEN ARE BORN TO BE FREE'

RMT sent a delegation to a women's international trade union conference in Senegal

The International Transport Workers Federation (ITF) held a women transport workers' conference recently in Saly, Senegal, which was attended by two RMT delegates.

This included NEC member for the South East Region Millie Apedo-Amah and national women's advisory committee chair Jessica Robinson.

Around 200 women from over 40 countries from Australia to Norway, Mongolia to Burkina Faso and Canada to Malaysia represented the rail, road, maritime and aviation industries and every single one with a story to tell. Their testimonies formed the backbone of the conference,

heard not only through speeches and translation headsets but through song, dance and street theatre. There can be few things more emotional than a choir of Senegalese women singing 'Solidarity Forever', their

voices lifting through the humid African air to a room packed full of women all with their struggles.

As ever the aim for ITF's women remains to seek gender equality in all sectors. Conference was divided into four themes: building women transport workers' economic power, ending violence against women transport workers, ensuring technological change is introduced in a way that

promotes gender equality and building women's participation and leadership in transport decision-making.

All of these themes are relevant to RMT's members just as they are to women the world over. The RMT delegation was particularly keen to discuss the impact of technological advances on women members, considering 'modernisation' and 'technology' are often cited as



reasons why our railway stations should be de-staffed and our ticket offices should close.

Ironically, the conference itself was beset by technological problems which meant RMT was given no chance to submit motions. However, the RMT delegation was pleased to expressed support and solidarity with delegate Silvana Francken Belfi, from FNV transport union in the Netherlands, who has been fighting an eerily familiar battle over ticket offices and highlighted the 'pre-Covid' and 'post-Covid' government attitudes towards

transport workers.

The FNV has successfully used their campaign to aid organising and gained 200 new female members who were able to see the power in a union after their fellow workers bonded in opposition of government plans.

The conference was more than just an opportunity to network with women going through similar problems to those faced here. It was also a way to hear and understand the issues faced by a massively diverse collective of women that should give perspective of RMT's privileged position amongst

the world's trade unions.

A discussion on transformative attitudes to climate change was particularly eye-opening, with women telling stories of attempting to commute through literal fires and floods. Others with harrowing reports of mothers left without childcare having to take their children into overheating workplaces leaving them at risk of injury or even death.

Ultimately, in a closed session on the importance of women transport workers gaining leadership positions, the passion and determination of the women

in the room really shone through. To quote the first black woman on the RMT NEC, Millie Apedo-Amah: "When you are in a safe place, bring your sisters to that safe place. When you are in a position of power, empower them".

Mich-Elle Myers of Australian union MUA ended the conference with a perfect quotation from poet Jasmin Kaur:

"scream so that one day a hundred years from now another sister will not have to dry her tears wondering where in history she lost her voice". ■

President's Column

TIME FOR OPTIMISM AND RESISTANCE

This issue of RMT News gives me the privilege on behalf of our union's National Executive Committee to wish all RMT members and their families a happy, safe and peaceful festive season and prosperous New Year in 2024.

As a union, we began 2023 striking to defend jobs, conditions, pay and pensions. We leave 2023 proud to have maintained our vigilance, discipline and accountability to our members throughout the year.

Only RMT members and no one else decides whether pay offers are acceptable. But we can be confident that unlike another organisation purporting to represent staff in travel and transport, RMT never sold out railway ticket office jobs or gave a green light to Driver-only operation to obtain a pay offer. That's not how we roll.

We stuck together and fought for jobs and conditions to win a 'no-strings', unconditional pay offer from the Rail Delivery Group. We were right. Other fighting unions such as PCS representing civil servants and NEU representing teachers won similar pay deals for their

members in 2023.

RMT members emerge from the longest period of continuous dispute in our history with integrity and heads held high ready to take the fight to any employer or minister who decides to take us on.

The National Rail Dispute that began in 2022 is not over. There is unfinished business. Our members have still not received a pay offer for 2023. Train drivers have not yet received a 'no-strings' pay offer for 2022.

Aslef has called strike action in December 2023 in pursuit of their pay demand. As a proud RMT train driver myself, I remind all RMT driver members that solidarity means never crossing another union's picket lines.

I also want to take this opportunity to thank departing NEC members (Mary-Jane Herbison, Kevin Morrison, Wayne Moore, Millie Apedo-Amah and Sean Miskimmon) returning to the iron road or the ocean wave after representing you around the Boardroom table at Unity House for three years.

This has been one of the toughest periods for workers

in living memory. Emerging from the Covid pandemic in late 2021, workers faced attacks from opportunist employers seeking to ramp up profits by driving down jobs, pay and conditions.

In the last eighteen months, the fightback led by RMT spread across public transport, post and telecoms, docks and refuse workers, lecturers, teachers, health workers and civil servants and saw the highest number of work days lost to strike action for 25 years.

The response of our discredited government is a Strikes (Minimum Service Levels) Act that amounts to compulsory conscription of labour. Teachers in primary schools, for example, will be required to provide a minimum service level of 100% on strike days. This is a complete strike ban.

A TUC Special Conference on Saturday 9 December will formulate our resistance to this authoritarian law. We demand employers refuse to serve so-called 'Work Notices' on RMT members and call for the next government to repeal the Act. But trade unions cannot coexist with this law. We call



for immediate defiance.

Finally, I congratulate RMT members who protested for peace and against the genocide of the Palestinian people in Gaza. The peoples of Palestine and Israel must have security and peace. War crimes being carried out in Gaza are designed to make a Palestinian state impossible. But Palestine will be free. In the darkest hour we have hope. To quote the words of Rosa Luxemburg before her assassination in 1919:

"Your 'order' is built on sand. Tomorrow the revolution will 'rise up again, clashing its weapons', and to your horror will proclaim with trumpets blazing: I was, I am, I shall be!"

Alex Gordon

Save money with your RMT membership!



"Any income RMT receives from these products goes into our dispute fund."

With household finances under mounting pressure from the current cost of living crisis, we wanted to remind you that your RMT membership is there for you both in and out of work.

Over 68,000 RMT members have benefited from membership services which offer a variety of savings, as well as legal and financial support from our trusted partners.

Members are benefiting from cashback on their everyday shopping, exclusive car and home insurance rates, as well as protection policies designed with union members and their families in mind. **Your family can benefit too!†**

Win a home entertainment system worth £2,000!*



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Union Rewards provides cashback and discounts from hundreds of online retailers. Access to Union Rewards is free to RMT members and includes a £10 Welcome Bonus for you.

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Don't miss out on your RMT membership entitlement. Register for your FREE £5,000 Accidental Death Cover today:

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CAR INSURANCE COMPARISON

Compare quotes online to see how much you could save on your car insurance. PLUS don't miss out on their Price Match Guarantee - if you find a cheaper car insurance quote online, just call **0330 022 6657** and RMTCar guarantee to beat it!

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RMT PREPAID PLUS CASHBACK CARD

Earn up to 8% cashback on your everyday shopping with the RMT Prepaid Plus Cashback card!

RMTPrepaid.com/Magazine



SAVE WITH THE NEW HOME INSURANCE COMPARISON SERVICE

With an expert panel of insurers, the home insurance comparison offers a discount for RMT members and searches for the best deals to suit your needs.

PLUS - get a quote before 30th November to be entered into our £2,000 prize draw!

RMTProtect.com/Home



INCOME PROTECTION

Pays you a monthly tax-free income which can be used to pay your bills, your mortgage or your rent in the event you are unable to work due to an accident or sickness.

RMTProtect.com/Income



GUARANTEED ACCEPTANCE LIFE INSURANCE

Life Insurance provides a cash lump sum payout when you die, money to help support your loved ones at a very difficult time. Key features of RMT life cover include:

- ✓ Guaranteed acceptance
- ✓ No medical questions
- ✓ Fixed premiums - will not rise

RMTProtect.com/Life

To find out more visit: **RMTProtect.com**

†See terms and conditions for full details *For prize draw rules visit RMTProtect.com/win2000 Terms and conditions apply to all products. RMTProtect is a trading name of Union Income Benefit Holdings Ltd who are authorised and regulated by the Financial Conduct Authority to distribute non-investment insurance products, register number 307575. This can be checked on the FCA website: www.fca.org.uk. Free Accidental Death Cover and Income Protection underwritten by Stonebridge International Insurance Ltd. Life insurance underwritten by Scottish Friendly Assurance Society Ltd. RMTCar.co.uk is administered by Vast Visibility Limited. Home insurance operated by Ceta Insurance Limited, registered in England & Wales company number 2827690. RMT Rewards and RMT Prepaid Plus are trading names of Union Income Ltd who arrange RMT Rewards and the RMT Prepaid Plus Cashback card.

HOW TO BECOME A SAFETY REP

Interested in safety at work? - then become a RMT safety rep

RMT safety reps enjoy responsibility, interest, reward, satisfaction and transferable skills that could assist in their future career.

If you are thinking about becoming a safety rep it is important to know that:

- Safety reps are appointed by the union and are accountable only to RMT members and are distinct from 'safety officers' appointed by employers to help them carry out their health and safety responsibilities
- You do not need to be a health and safety expert to be a good safety rep - you just need common sense, a knowledge of the workplace and participate in discussions about health and safety
- Trade union appointed safety representatives do not have any legal duties beyond those which apply to all employees. For example, safety reps will not be legally responsible if they carry out an inspection and fail to notice a particular hazard.
- Employers must consult with safety reps on the introduction of any measures at the workplace which will affect the employees the rep represents
- If you decide to become a safety rep, you will not alone as RMT currently has nearly 2,000 safety reps

and the well-attended annual RMT health and safety advisory conference is an opportunity for safety reps to undertake training and hear specialists speak on a variety of safety issues.

Safety reps have more legislation on their side than any other rep and their importance was particularly shown during the Covid pandemic. Safety legislation gives safety reps the legal right to represent members' interests on health and safety issues - and gives reps a range of rights and powers to assist in achieving this. RMT aims to have a safety rep in each grade in every workplace so that members can discuss health and safety matters.

THE ROLE OF THE SAFETY REP

The function of the safety rep is to raise any matters of health, safety or welfare at work, which concern those they represent.

Safety reps are entitled to carry out workplace inspections and of documents that relate to the health, safety and welfare of those they represent, such as risk assessments, accident statistics, safety manuals, hazard data sheets or technical literature relating to the workplace.

TRAINING AND PAID TIME OFF

RMT provides new safety reps with help and support in carrying out their role and training for new safety reps. Safety reps are entitled to time away from normal duties without loss of pay to attend any agreed training course or undertake any of the functions of a safety rep including preparation for any meetings, writing of reports or letters or the gathering of material relating to a particular hazard found at the workplace.

RMT provides specially tailored training for safety reps

WHAT TO DO NOW

If you want to become a safety rep then you need to contact your branch secretary/attend your branch meeting. Safety reps are elected at RMT branch meetings, therefore please contact your branch secretary to find out if there are any safety rep vacancies in your branch area.

Don't give up if there are not any vacancies; contact healthandsafety@rmt.org.uk as it may be possible - both with the agreement of your branch and your employer - to make arrangements for you to shadow an existing rep until a vacancy arises.

If you want any more information on becoming a safety rep contact RMT's health and safety section on healthandsafety@rmt.org.uk.

YOU ARE THE NEXT GENERATION

COULD YOU BE THE NEXT HEALTH & SAFETY REP IN YOUR WORKPLACE?

[@RMTYoungMembers](#)
[@RMTYoungMember](#)

[@RMTYoungMembers](#)
[YMChair@RMT.org.uk](#)

WHY YOU SHOULD BECOME A HEALTH & SAFETY REP

- PAID RELEASE FOR UNION DUTIES AND TRAINING
- VARIED WORK & TRANSFERABLE SKILLS
- MAKE A DIFFERENCE IN YOUR WORKPLACE
- SUPPORT FROM SENIOR REPS AND HEAD OFFICE

LEGAL

INJURY VICTORY



The union regularly represents members who sustain injuries at work

An RMT member who works as a Customer Experience Host was injured at work when he was working on a train. When he opened the fridge whilst the train was in motion, his arm came into contact with a sharp edge of the bar running alongside of the fridge which is to prevent the door from opening too wide. Our member sustained a laceration to his arm from

this sharp edge.

Thompsons solicitors working for RMT were instructed to pursue a claim for compensation on the basis that our member's employer had been negligent and had exposed him to a foreseeable risk of injury. Liability was admitted by the employer, indicating that they were aware of the sharp edge and had failed to take appropriate

steps.

Thompsons went on to prepare the medical evidence required in order to properly quantify our member's injuries. The member was seen by an appropriate independent medical expert who prepared a report dealing with the injury that was sustained, how long it took to heal and any problems that arose as a

result of this. The member has been left with a scar to his arm, which although was expected to continue to mature, would remain permanently.

A settlement claim was achieved in the sum of £4,500, which compensated him for his pain, suffering and loss of amenity as a result of his employer's established negligence. ■

EMPLOYMENT TRIBUNAL LEGAL SUPPORT

If you need advice regarding a potential employment tribunal claim contact the union

If you are experiencing difficulties in the workplace and need advice regarding a potential employment tribunal claim in the first instance, ensure that you contact your local RMT representatives or regional organiser. Then complete an L2 – Request for Legal Assistance (available online) and send it to your regional office with all supporting documentation.

RMT's legal department, which is now firmly established

and employs four solicitors, deal with virtually all cases from assessment to the case's conclusion at a tribunal for our members across England and Wales. The legal department has also submitted claims to the Employment Appeal Tribunal.

The in-house legal department continues to advise and support members in their work-related criminal cases in the Magistrates Court. This often involves defending

members against false allegations made by the public of assault, false allegations of theft and alleged driving offences. Furthermore, it continues to offer tailored advice and support for bus and taxi drivers, in respect of their licensing issues, licensing appeals before the Magistrates Court, driving offences, and in respect of appearances before Traffic Commissioners.

The legal department will continue to strive to deliver a

first class service to all members. It is committed to provide a strong service to assist the union through the ever-changing legal landscape. Its successes have grown yearly.

Additionally, RMT members benefit from access to personal injury lawyers where 100 per cent of compensation is kept by members, access to a basic will service and special terms for conveyancing, probate, powers of attorney and family law related matters. ■

FREE LEGAL SUPPORT FOR RMT MEMBERS



For legal advice that helps you read between the lines, contact Thompsons Solicitors

As a member of RMT, you and your family have access to specialist legal advice and representation from the UK's leading law firm for trade union members.

Thompsons Solicitors has been securing life-changing compensation for injured trade union members since 1921. Our trusted lawyers are committed to making sure you have the protection you need if you or a member of your family is injured.

Last year, we secured over £4.5 million in compensation for more than 250 members and their families.

To learn more about how we can help, call **0800 587 7516** or start a claim online at **www.thompsonstradeunion.law**.

Your free legal service covers:

- Personal injury – at or away from work, on holiday or on the roads
- Serious injury – including brain injuries and spinal cord injuries
- Industrial disease or illness, such as asbestos-related diseases
- Special funding terms for medical negligence claims
- Online basic wills services
- Special terms for conveyancing, probate and powers of attorney
- Employment law (accessed via your RMT representative).

Family members are also covered for:

- Personal injury – away from work, on holiday or on the roads
- Special funding terms for medical negligence claims
- Special terms for wills, conveyancing, probate and powers of attorney.

Keep 100% of your compensation

If you make your legal claim through RMT, you're guaranteed access to experts who, on principle, will only act for those who have been injured, and never for those who cause injury.

You are also guaranteed to keep 100% of your compensation (with special terms available for medical negligence claims) because, unlike with other law firms, you won't pay a penny in legal fees.

0800 587 7516
www.thompsonstradeunion.law

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100
YEARS
1921-2021

NORTH THAMES CELEBRATION

The branch with possibly the longest name in the union, North Thames London, Tilbury and Shoeburyness (NTLT&S) branch, held a gala evening for retiring members and long service awards in Benfleet social club recently.

Back Row (Left to Right) Christopher Leggetter with 40 years membership, Chris Pomeroy with 25 years membership), Carl Elliott, Scott Elliott, David Doyle all with 10 years membership, Tony Luhar with 25 Years and Martin Wheeler who is retired.

Front Row (left to Right) Carol Betts, retired, Anthony Guterson, 10 Years, RMT general secretary Mick Lynch, Raymond Marney, retired, assistant general secretary Eddie Dempsey, Brian Wilson, retired and Tony Bowers with 10 Years.

RMT general secretary Mick

Lynch said that it was a privilege to present these awards to many hard-working members of the branch. He congratulated branch secretary David Conway and branch chair Darren Trigg for putting on such a well-attended event.

He outlined the importance of the role of the branch in the life of the union as a point of first contact with the union.

"As a union we must stand together in order to win at work and sometimes in can be a hard job but we all do it because we understand the unity is strength and without each other we are alone," he said.

Eddie Dempsey also presented late arrival Greg Cracknell with his 10-year award in front of the union's London and Anglia regional council banner brought out especially for the occasion.



Eddie Dempsey with Greg Cracknell

LIFETIME ACHIEVEMENT AWARD FOR RONNIE

Ronnie Hardman has received the 2023 Railway Benefit Fund Lifetime Achievement Heart of Gold Award to celebrate those in the rail industry who have made a real difference in their workplace or community. The nominations and voting are by the everyday people who work in rail – giving them the opportunity to thank the colleagues they appreciate, value and who inspire them.

Ronnie has worked on the railways for 46 years and has worked tirelessly to support his colleagues in his roles as a RBF ambassador and trade union rep. Ronnie never switches his phone off and always tells colleagues to call anytime if they need someone



to talk to.

He is always at the end of the phone with a sympathetic ear and helpful advice day and night. The support he gives colleagues is selfless and he always goes above and beyond.

Ronnie has even visited

colleagues in hospitals, hospices and at home, offering support to their families too. Ronnie remains passionate about helping his railway family friends and colleagues and is much loved by all.

COVENTRY FAREWELL

Coventry No. 1 branch has announced that former branch secretary Ray Billingsley has passed away.

Ray served as branch secretary for 33 years from 1973 until his retirement in 2006, which is believed to be a record. Coventry No.1 Branch Chairman Shakeel Goulthorp said that Ray had been a member of the union for over 60 years and he will be sadly missed.



RETIRED MEMBERS IN THE RULEBOOK

Following a lengthy consultation process between the union's retired members advisory committee, the national executive committee (NEC) and annual general meeting (AGM) delegates the role of retired members has been officially adopted into the RMT rulebook.

Under rule retired members are encouraged to be active in the union with a clearly defined remit and improved ability to participate in matters pertaining to retirement, recruitment and retention, organising and campaigning activities.

The 2023 AGM also agreed alterations to the rule to ensure that retired members who have received their retirement benefit are considered 'honorary members' and allocated to a renamed 'retired activists' branch'.

Retired activists can also hold the position of 'membership officer' within the appropriate regional council



BRANCH: South East retired branch meet regularly

due to the position's emphasis on organising, recruitment, and retention.

The new rules do not prevent retired activists from attending their original branch, but they remain ineligible to vote and participate in union elections that require employment within the

transport industry.

Retired members enjoy an annual advisory conference which allows branches to submit motions which are germane to retired people. Resolutions are considered by the NEC and two resolutions are placed before the AGM for consideration.

The union takes its retired activists seriously and the rule changes are designed to develop a stronger retired section so that RMT can campaign to improve the living standards and dignity which all working people deserve in retirement. Just because you have retired from work, it doesn't mean that you can't make a difference when it comes to tackling the many injustices which face retired people.

RMT's retired activist branches campaign on all fronts to improve the living standards of pensioners in the UK and internationally, so if you want to assist with these campaigns or just want to meet like-minded people, please contact the secretary of the retired activist advisory conference, Paul Norris, for your local retired activist branch.

Paul can be contacted at p.norris@rmt.org.uk or on 020 7529 8806.

REMEMBRANCE SUNDAY



RMT/NUS members past and present took part in the Sunderland Remembrance Day service this year.

ANTI-FASCIST ANTHEM BROUGHT TO LIFE

Alex Gordon reviews two new versions of a German classic anti-fascist anthem

Glasgow band, *The Tenementals* have released new versions of the German anti-fascist anthem *Die Moorsoldaten* (*The Peat Bog Soldiers*).

The song is well-known in Germany, less so here despite versions by Pete Seeger and Paul Robeson. The *Tenementals*' versions of *Die Moorsoldaten*/*Peat Bog Soldiers* reimagine the song, pared down to drums, bass and Lily Mohaupt's pure vocals emphasising the stark and haunting melody.

As frontman David Archibald puts it "We take a tiger's leap into the past; but our aim is to blast the song into the future at a time when its spirit of resilience in the face of oppression has great resonance".

Composed 90 years ago in

1933 by prisoners of Börgermoor concentration camp, the song was written as a "conscious protest song of resistance against their oppressors".

Johannes Esser, a Ruhr miner wrote the lyrics with communist actor/director Wolfgang Langhoff in 1933 as part of a 'Circus Konzentrasi' (*Concentration Camp Circus*).

The camp commandant banned it but hundreds of copies were smuggled out by prisoners and a few weeks later Radio Moscow broadcast the song. By 1936, the song became the political prisoners' anthem in Sachsenhausen camp and found its way into handwritten concentration camp song books.

It made its way to Spain in 1937 with the Thaelmann Battalion of German



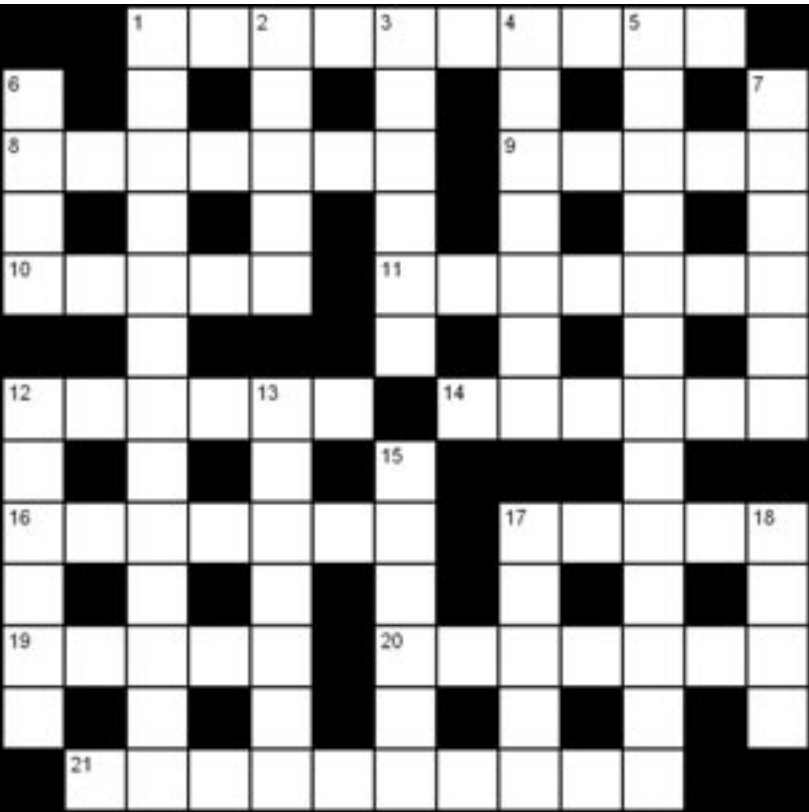
volunteers in the International Brigades. In 1944, Thomas Geve heard it in Auschwitz. "Ten years ago," he wrote, "this emotional song of isolated, forgotten German antifascists was sung in the desolated moor camps along the Ems River. Now 400 youthful voices from across Europe give it new life".

The *Tenementals*' David Archibald says: "We are alive to the international

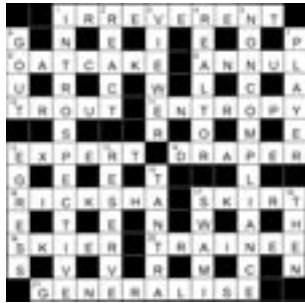
connections that Glasgow and its inhabitants have made, be they slave traders or anti-fascist fighters in Spain. *Peat Bog Soldiers* was a major song during the Spanish Civil war and no doubt many Glaswegians who fought in Spain would have been familiar with it".

Checkout *The Tenementals* on *Strength in Numbers Records*.

£50 PRIZE CROSSWORD



Last month's solution...



Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by January 15, 2024 with your name and address.

Last month's winner is Steve Wood, West Midlands.

Please supply bank account details and sort code to receive your prize quickly.

- ACROSS

 - 1 Impressively (10)
 - 8 Daunt (7)
 - 9 Levy (5)
 - 10 Light pigment (5)
 - 11 Apparent (7)
 - 12 Plaster (6)
 - 14 Shortsighted (6)
 - 16 Circular room (7)
 - 17 Unit of weight (5)
 - 19 Leisurely walk (5)
 - 20 Illustrious (7)
 - 21 Advocate of a union of states (10)
- DOWN

 - 1 Limitless (13)
 - 2 Dish (5)
 - 3 Through two channels (6)
 - 4 Stylishly (7)
 - 5 Correct (13)
 - 6 Type of Salmon (4)
 - 7 Manic (6)
 - 12 Stripe (6)
 - 13 Call together (7)
 - 15 Blue-grey mineral (6)
 - 17 Hot pepper (5)
 - 18 Ballet skirt (4)

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Problems at work? Call the helpline



Keep your RMT membership details up-to-date

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

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

