

RMT *news*

Essential reading for today's transport worker

RECOGNITION WIN AT CARLISLE



INDUSTRY-WIDE PAY WIN
PAGE 4



RFA MEMBERS TAKE
FURTHER ACTION
PAGE 11



TUBE WORKERS VOTE
TO STRIKE
PAGE 14



WHERE NOW FOR
BUSES?
PAGE 16



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. This policy is underwritten by Stonebridge International Insurance Ltd.
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

EMPLOYMENT TRIBUNAL

Assistance for members with their potential employment tribunal claim offered through the RMT's In-house Legal Department.

Contents

Page 4

INDUSTRY-WIDE PAY WIN

Page 6

RFA PROTEST AT LABOUR CONFERENCE

Page 8

RMT AT TUC

Page 10

HEYSHAM PORTS VISIT

Page 11

RFA MEMBERS TAKE FURTHER ACTION

Page 12

HEATHROW EXPRESS 48-HOUR STRIKE ACTION

Page 13

RECOGNITION AT CARLISLE SUPPORT SERVICES

Page 14

ELIZABETH LINE AND LONDON OVERGROUND MUST BE PUBLIC

Page 15

NO MORE LADBROKE GROVES

Page 16

WHERE NOW FOR BUSES?

Page 18

MEMBERS BACK RMT POLITICAL FUND

Page 19

EAST OF ENGLAND ORGANISING

Page 20

MEDALS

Page 21

FIXING THE FUTURE

Page 22

GIVE US A LIVING STATE PENSION

Page 23

LETTERS

Page 24

BARRY WEST SAFETY AWARD

Page 25

RMT WINS TUC COMMUNICATIONS AWARDS

Page 26

WINNING FOR MEMBERS

Page 27

PRESIDENT'S COLUMN

Page 28

REPORT OF THE INDEPENDENT AUDITORS

Page 30

LETTERS / CROSSWORD

EDITORIAL



WINNING AT WORK

After over two years the national rail dispute is now successfully concluded after RMT members delivered a strong vote in favour of the latest proposals across the rail industry.

This outcome reflects the collective efforts of our membership in defending their jobs, working conditions, pay, and pensions from the attacks of the previous Tory government and their private contractors.

Your resolve has been essential to winning this dispute in the face of the previous Tory government's refusal to negotiate in good faith, alongside relentless attacks by sections of the media and the employers.

The union has emerged from this fight united after defeating plans for driver-only operation, ticket office closures and tearing up hard-fought terms and conditions. Make no mistake the previous government set out to destroy this union by de-staffing the rail network and running down jobs and services. RMT remains committed to supporting public ownership as a path to building a stronger future for the rail industry for both workers and passengers.

Similarly, this union continues to fight hard for Royal Fleet Auxiliary members who have been offered an improved pay award which is currently under consideration.

Ultimately our collective strength lies with our ability to build unity and solidarity at the workplace

where it matters. That means focusing our organising efforts on recruitment and retention of our growing membership. That is also why recognition and collective bargaining agreements like the ones recently achieved at Carlisle Support Services contracts are so important.

With trade union recognition comes the right to negotiate and to give you a voice at work whatever part of the transport sector you work in. RMT regional councils and branches are essential to helping to build the union from the bottom up whether you work in the rail sector, buses, maritime, offshore or road haulage we all have a role to play. That means recruiting your workmates into the union and building your industrial strength to win a better deal at work.

The recent low-speed collision of two trains in Wales is the latest example of how dangerous the transport and offshore energy sectors can be. The thoughts of everyone at RMT are with the family and friends of the passenger who died, and all the train crew and passengers who were injured during this accident.

Finally, I would like to wish all RMT members well at the end of another busy year and hope you all get to enjoy a well-earned rest and look forward to a prosperous new year.

h.g.e.



INDUSTRY-WIDE PAY WIN

Members at Network Rail and the TOCs overwhelmingly back pay deals across the rail industry

After over two years of campaigning, members at Network Rail and the train operating companies have brought the national Defend Jobs, Pay, Conditions and Pension campaigns to a successful conclusion.

Both sets of members voted by very large majorities to accept the final instalments of what was effectively a pay deal over three years.

The dispute, which began with the results of RMT's first ballots in May 2022, has

ended with an industry-wide settlement.

RMT general secretary Mick Lynch congratulated members for going into the dispute together and coming out of it together.

"I want to thank all of you for your courage, commitment and determination throughout this long dispute.

"We did not lose a single job to compulsory redundancy and we have not given up any of our conditions.

"We defended our Railway



UNITED: RMT impromptu press conference June 2022

Pension Scheme without changes to the value or benefits and we have won unconditional pay increases for three consecutive years.

"And of course, we fought and won a magnificent campaign to save our ticket offices across the country, uniting all grades in every company.

"We stood together on picket lines across Scotland, Wales and England. RMT members, shoulder to shoulder, in the driving rain or blazing sunshine. Whatever the government, the bosses or the hostile media threw at us, we stayed strong and saw the campaign through in defence of our place in the industry.

"Our union led and others followed your example and millions of other workers came into struggle and we have seen a revival in trade union activity in many sectors.

"We have defended ourselves and our union, and now we go on to what we hope will be a new and better era for the railways, with the beginnings of public ownership within a single-entity railway, where we will campaign for universal staff travel facilities, in-sourcing of sub-contracted members and improvements for all," he said.

Looking to the future, negotiations for the Network Rail 2025 pay and conditions agreement have already begun and talks with the TOCs will start in the New Year in the individual companies.

The union has also written to the Department of Transport requesting that they instruct the TOCs to progress backpay accrued and informing them that it will not be acceptable to RMT if the backpay process was delayed by the lack of progress by another organisation. ■





PROTEST: RMT members and Labour MPs unite to demand pay justice at the Labour conference in Liverpool

RFA PROTEST AT LABOUR CONFERENCE

RMT seafarers working for the Royal Fleet Auxiliary took the campaign against low pay to Labour Party conference ahead of three days of further strike action in the long running dispute over pay which has also involved RFA officers' union Nautilus.

RMT members have taken multiple strike days since the dispute began under the previous Tory government. The union has since had cordial meetings with the Ministry of Defence, but no improved offer has been

forthcoming.

RMT general secretary Mick Lynch told protesters that the pay demands by RFA ratings and officers must be heard.

"It is clear that these workers need to be given a pay rise that recognises the important and often hazardous work they do all over the world.

"We will continue to campaign for a decent pay rise so we can bring this dispute to a conclusion," he said.

RMT FRINGE

RMT hosted a packed fringe meeting, 'Can Labour deliver on Public Transport?', attended by Labour delegates, Labour MPs and RMT members who ensured a fantastic display of RMT banners, as well as other trade unions and community groups.

The meeting, chaired by local Labour MP and RMT parliamentary group member Kim Johnson, welcomed the quick progress Labour was making to bring rail back into



RMT member Freddie Seale



PROTEST: RMT general secretary Mick Lynch addresses RFA protest

public ownership, whilst also highlighting the challenges ahead.

Mick Lynch highlighted the vital role the RMT and other unions had made in at long last winning the case for public ownership and making progress in recent disputes.

He won applause calling for Labour to now go further and extend properly staffed and funded public ownership for all of the public transport network. Mick also updated delegates on RMT's dispute with RFA.

In a well-informed Q&A there was strong support from

Labour delegates for a number of RMT policies.

DELEGATES SPEAK

A number of RMT members addressed conference as Labour Party delegates on a number of important issues including insourcing. Brent East delegate Freddie Seale spoke in the procurement debate outlining how his first railway job was with an outsourced company.

"This incoming Labour government is going to transform my life and the lives of millions of other trade unionists in Britain

through making work pay and insourcing," he told conference to applause.

Also moving a motion on the current RFA dispute, Mr Seale said: "The RFA had members who lost their lives in the Falklands conflict and there has not been a review of their terms and conditions in pay since October in 2000.

"They've been on strike again this week and no-one likes to lose pay, particularly people who serve in a job so important for this country's infrastructure.

"Conference, if we're serious about making work

pay and keeping skills in Britain, the government to sit down and make an acceptable offer to the Royal Fleet or to the Royal Fleet," he said to applause.

Speaking to the motion on public ownership of the railways Jim Buchanan, Poole CLP asked: "Why aren't we reinvigorating mail on rail? It stimulates the economy and it's green.

Welcoming the government's moves to bring train operations in-house he said: "I do sincerely hope that this is the first step into kicking the spivs out of the house". ■



FRINGE; Left to Right Nicola Smith, TUC, Kim Johnson, MP for Liverpool Riverside, Mick Whelan ASLEF general secretary, Mick Lynch RMT general secretary



RMT AT TUC

RMT delegates to TUC Congress call for investment in the economy and developing public transport

Labour needs to abandon its fiscal rules and launch an investment programme that will help re-build Britain after 14 years of Tory misrule, TUC congress delegates declared in Brighton in early September.

RMT, alongside Unite the union, moved a key motion which called for reforms to taxation including a wealth tax on the richest one per cent and a redistribution of wealth to raise £25 billion per year for public services and the NHS.

To help fund this new investment, TUC affiliated unions will campaign for equalising capital gains tax in line with income tax, so that all income is taxed equally regardless of whether it comes from wealth or from workers.

Speaking to delegates, RMT general secretary Mick Lynch said that Britain's economy, infrastructure and communities needed investment.

"This is not an overnight

job, but this country is in trouble, with our society hollowed out by austerity and four decades of pernicious Thatcherite economics.

"Let's be clear, by adopting this resolution, the TUC calls on Labour to bring a significant real terms increase in public spending and investment with progressive taxation.

"We cannot balance the books by cutting off the heating for our pensioners and Labour has to find a better way.

"Labour has not allowed itself enough economic scope to address the country's needs, we need a fair economy that works for all people.

"We welcome the Labour Party's early initiative on the new deal and public ownership of the railways, but we call out the misstep of punishing pensioners by cutting the Winter Fuel Allowance.

"And we call on Rachel Reeves to think again," he said to applause.

PUBLIC TRANSPORT

RMT also gained support for a progressive transport agenda and delegates welcomed Labour beginning the process of taking the railways into public ownership but urged the new government to deal with rolling stock leasing companies and private companies operating on freight.

Congress also agreed to campaign for the full implementation of the New Deal within the public transport, maritime and offshore sector, including ending outsourcing and extending collective bargaining for those workers who choose it.

RMT president Alex Gordon said that he was looking forward to the creation of a "unified system with a single railway for tens of thousands

of railway staff".

However, he cautioned: "We also need to end the scourge of outsourcing on our railways which exploits a vulnerable and fragmented workforce.

"We need to protect our environment by getting freight on to rail and bring that into public ownership. And finally, we need to end the egregious rolling stock racket that fleeces us for hundreds of millions of pounds every year," he said.

END HARASSMENT

One of the key issues debated at Congress was the urgent need to tackle sexual abuse and harassment in the workplace.

Among several powerful speeches from women delegates in other unions, RMT delegate Marie Harrington spoke of her experiences on the railway and the need for trade unions to confront sexual harassment amongst their own members.



PROTEST: Joint RMT and Nautilus protest to demand fair pay at RFA

"When I first went into the workplace, we did not have a word for sexual harassment.

"Every woman who started work were made aware of which men not to get in a corner with, which parts of the work section to avoid.

"I find it absolutely shocking that 40 years later, women younger than my own daughter, are still having these experiences, as if it is 1973 in some workplaces.

"We welcome the TUC's acknowledgment of the prevalence of this issue, particularly in male dominated sectors.

"Women transport workers often work in jobs which are seen as "men's jobs" by some of our colleagues. And we can face sexual harassment from customers, managers and colleagues, some of whom are our own union members.

She added that employers needed to do better.

"There is a yawning gap between the stated policies of some employers - zero tolerance posters all over the place - but everyone knows, it is not true," she said.

The recent successful RMT campaign to save ticket offices was recognised by delegates with the passing of an emergency motion on disabled access to stations.

RMT young member of the year and TUC delegate Kieran Offlands told Congress that the last government had deliberately limited investment

in step free access and trying to close ticket offices.

"I want to thank all colleagues in the room who helped RMT save the ticket offices," he said to applause.

SEAFARERS CHARTER

Maritime RMT member and delegate David Douglas welcomed Labour's commitment to a mandatory Seafarers Charter, adding: "We are in the grip of a seafarer jobs crisis in this country. UK resident seafarers only hold 7,540 jobs in the shipping industry, out of a total workforce of 148,700.

This must not and cannot continue.

"We must lobby government, MPs, and organise a demonstration outside Parliament in March 2025, near the third anniversary of the P&O Ferries sackings," he said.

NO TO WAR

RMT president Alex Gordon seconded an emergency motion against escalation of war in the Middle East. The motion condemned Israel's recent military strikes on Lebanon, Syria, and Iran, as well as Britain's active role in

supporting these actions.

He warned that the current situation risked igniting a far larger conflict in the region, involving nuclear powers and global military alliances.

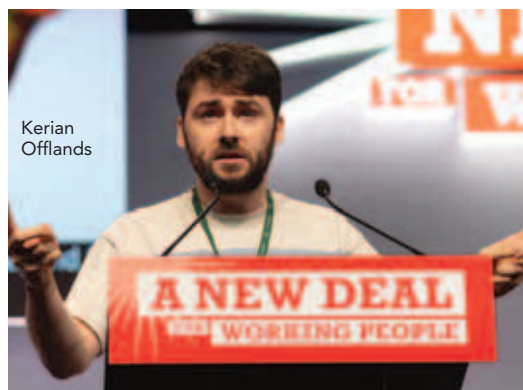
He said that Israeli Prime Minister Netanyahu was promoting a "deliberate strategy of escalation intended to bring about a wider war in the entire Middle East region". He stressed the involvement of Britain playing a key role through its RAF base in Cyprus, being used for surveillance flights over Gaza and the broader region.



Mick Lynch



Marie Harrington



Kieran Offlands



Alex Gordon

HEYSHAM PORTS VISIT

RMT regional organiser Daren Ireland and RMT national secretary Darren Procter dropped in on members employed by Peel Ports in Heysham recently.

Pay negotiations were discussed during the visit as

the workers are covered by RMT recognition and the union negotiates improvements on pay and terms and conditions of employment.

Darren emphasised to the meeting that just complaining

about conditions of employment in the mess room won't change anything.

"All employees should be united as a collective workforce, standing shoulder to shoulder with your colleagues to strengthen your

terms, conditions and workplace practices.

"Let's organise to improve things collectively for better conditions of employment and protection in your port," he said.



STENA REPS MEET

Stena Line seafarer reps from Holyhead, Harwich, Birkenhead, Belfast and Fishguard were joined by Stena convenor Michael Hobson, RMT regional organiser Daren Ireland and RMT national secretary Darren Procter met in Belfast recently for pay negotiations and a national forum to discuss various issues of concern for RMT members working at Stena. ■



CABOTAGE WORKING GROUP

The inaugural meeting of the RMT cabotage working group included delegates from shipping branches Aberdeen, Glasgow, Liverpool and Southampton and a virtual attendance from the North East.

Discussions centred around developing RMT policy that will initiate discussion and input from the membership and defining objectives as a union to develop a domestic jobs strategy in UK waters throughout the supply chain of the maritime sector. ■



RFA MEMBERS TAKE FURTHER ACTION

Seafarers win improved offer after backing strike action in re-ballot

After Royal Fleet Auxiliary (RFA) seafarers took further two days of strike action and voted massively for more strike action in the long running dispute, a new improved pay offer has been forthcoming.

RFA members renewed the union's legal mandate for industrial action with 98 per cent of votes supporting a continuation of industrial action and the anti-trade union thresholds, which are soon to be ditched by the government, were met.

Discussions between RMT and the Ministry of Defence have been constructive and an improved offer of 6.5 per cent plus £1,000 consolidated into base pay is now out to consultation with members.

RMT general secretary Mick Lynch said that RFA seafarers provided vital support for naval operations and other essential services around the world.

"They deserve a decent pay rise to reflect the critical work they do.

"Our fight for fair pay continues and we hope that this will lead to a reasonable and negotiated settlement," he said.■



RFA picket line at Cammell Lairds



RMT members onboard the RFA vessel Tidesurge taking strike action in Loch Striven in Scotland.

CALMAC APPRENTICES JOIN UP

RMT has welcomed Caledonian MacBrayne's highest ever intake of seagoing Modern Apprentices with 20 young people taking up 12 Deck and eight Engine Apprenticeships.

RMT Union Learning was heavily involved in all aspects of the recruitment and training of these young workers through union representation on the companies Seagoing Apprentice Steering Group.

Union learning rep Dan Henderson and Calmac RMT rep Brian Reynolds meet them at City of Glasgow Riverside



Campus on their first day to take part in sessions on Health and Wellbeing, Diversity and Inclusion, Cyber Security and Financial Literacy all delivered by specialist providers using

the Scottish Union Learning Fund.

Dan said that there was a workshop for apprentices on the important role trade unions play in CalMac and as a

result all 20 of this year's intake are now RMT members.

"We will support them through their apprentice journey and forward through their careers at sea," he said.■

HEATHROW EXPRESS 48-HOUR STRIKE ACTION

Heathrow Express staff took 48-hours of strike action in response to a pay offer overwhelmingly rejected by members.

RMT general secretary Mick Lynch said that members at Heathrow Express had made their position clear with a strong mandate for action and were determined to secure fair pay and better working

conditions.

"Heathrow Express management must now recognise the serious concerns of the workforce and return to the table with a meaningful offer," he said.

The union remains open to further negotiations, calling on Heathrow Express management to improve their offer and avoid ongoing disruption. ■



LONDON CABLE CAR PAY VICTORY

Union wins improvements to pay, sick leave and reduction to the working week



Maintenance and operations workers at London Cable Car won a much-improved three year pay deal after taking strike action at the end of September.

The deal includes a 3.3 per cent pay increase backdated to May 1, 2024, a CPIH + 0.5 per cent increase, effective May 1, 2025 and May 1, 2026. It includes an additional two weeks increase on sick pay

and an additional 2 weeks after 2 years of continuous employment.

It also includes a 3.5 hour reduction in the working week without loss of pay from 44 hours to 40.5 hours, including paid meal breaks and bank holidays to be paid at double time.

Paternity leave increased from two to four weeks on full pay and maternity paid at 90

per cent weekly salary for six weeks, then 35 per cent of weekly salary for the remaining 33 weeks.

The popular form of transport is run by Doppelmayr Cable Car (DCC) who had initially refused to make a pay offer. However, in the face of further planned strike action over six months, the company made an improved backdated pay offer,

a three-year deal and enhanced maternity, paternity and bank holiday benefits.

RMT general secretary Mick Lynch congratulated members for standing firm and winning a better deal.

"Our members work long hours to maintain this unique form of transport in London and they deserve respect for the job they do," he said. ■

RECOGNITION AT CARLISLE SUPPORT SERVICES

Union agreement covers Carlisle contracts and those carried over to other companies



RMT has negotiated an overarching union recognition agreement for collective bargaining purposes for all non-management staff employed by Carlisle Support Services Group across all rail contracts.

The union has also won Collective Bargaining Agreements (CBAs) with traincare company AGS One contracts on Elizabeth Line, London Underground track cleaning, Southeastern and TFL/ABM.

Carlisle currently holds over 20 contracts with a number of train operating companies (TOCs) including Arriva Rail London, Avanti West Coast, Chiltern Railways,

CrossCountry, East Midlands Railway, Greater Anglia, Merseyrail, MTR Elizabeth Line, Northern Trains, Southeastern, Transpennine Express and West Midlands Trains.

Each contract is a separate employer because, while they are all managed by Carlisle, the function of each contract belongs to the train operating company which supplies the funding stream when it comes to pay negotiations.

Each contract is put out to periodic tender and under TUPE, which stands for 'Transfer of Undertakings (Protection of Employment)', the contract will often change ownership and management.

Under the agreement when any Carlisle-held contracts end or are carried over to other companies, RMT's recognition status as the recognised union will be protected whenever a contract is bought over by Churchill, Mitie, ISS or anyone else.

Moreover, when Carlisle enters into further rail contracts where RMT is not already recognised, the new recognition agreement will also cover them.

The agreement provides for arrangements at both national and contract level for collective bargaining on pay, training, hours, holidays and other matters and when there is a failure to agree it will be

dealt with at a national level.

RMT general secretary Mick Lynch said that the union had always sought improved industrial relations with Carlisle in order to advance the interests of members.

"This agreement should be a significant step towards improving this union's ability to represent our members and normalising industrial relations," he said.

The union has also recently secured CBAs at Medway Rail, Loram UK, Svitzer Terminals at Fawley Refinery and on Tfl Facilities contract owned by ABM as well as extending collective bargaining rights for portside staff at City Cruises.



CITY CRUISES RECOGNITION EXTENDED

The union has won a revised trade union recognition agreement with City Cruises for all staff in Customer Service and Cabin Crew grades working

for City Cruises on the River Thames. RMT's previous recognition agreement covered only Captains and Mates.

RMT national secretary

Darren Procter said that as a result of the recognition the union could service more members more effectively.

"Those covered by a

collective bargaining agreement at City Cruises has risen from 20 to nearly 70 which is a positive step for workers and the union," he said. ■

ELIZABETH LINE AND LONDON OVERGROUND MUST BE PUBLIC

Tube unions RMT and ASLEF have written to the Mayor of London Sadiq Khan to urge him to bring the Elizabeth Line and London Overground into public ownership.

The letter comes in the wake of the newly elected Labour government's clear stance on the need to overhaul the UK's railways, ending decades of privatisation.

RMT general secretary Mick Lynch and ASLEF general secretary Mick Whelan highlighted the inefficiencies and costs associated with the current privatisation model, noting that it had led to fragmented and expensive services for passengers.

"Privatisation has been a costly inefficient failure," they wrote, emphasising that the government's forthcoming legislation makes public ownership the default option for the rest of the country's railways.

Citing the government's impact assessment, the unions stressed the financial and service-related benefits of public ownership: "There will be significant savings to government... public ownership represents an opportunity to improve [passenger rail service] by removing the commercially driven focus on individual operators' profit".

The unions argue that by taking the Elizabeth Line and

London Overground into public hands, Londoners would see more of their fare revenue reinvested into the network.

They pointed out that private operators like MTR and Arriva Rail London, who currently manage these services, have paid out millions in dividends – money they say could have been used to reduce fares.

"MTR paid out a dividend of £7.6 million, equivalent to a 2.4 per cent cut in Elizabeth Line fares," they noted, while "Arriva Rail London paid a dividend of £9.6 million, equivalent to a 4.4 per cent cut in Overground fares".

The letter also argued that public ownership would

support Mayor Khan's long-standing goal of greater devolved control over London's rail services, allowing for better integration and coordination across the capital.

"London would not only share the same policy direction as the national government, but public ownership would make it significantly easier to create the kind of governance structures that would enable greater devolution to London," the leaders wrote.

With contracts for both the Elizabeth Line and London Overground nearing their end, unions pointed to a unique opportunity for the Mayor to act decisively. ■

TUBE WORKERS BACK STRIKE ACTION

Union opposes plan to remove collective bargaining rights from workers

RMt members on London Underground have backed strike action after rejecting a pay offer deemed wholly inadequate.

While some progress was made in negotiations, the current proposals leave many workers excluded from collective bargaining, which remains a core issue for the union. Despite an improved offer, LUL's position on pay banding had not changed.

Currently over 20 per cent of LUL members are in pay bands but during negotiations Transport for London stated that the current LUL spot salaries would be incorporated

into pay bands defined by so-called 'job families'.

An RMT reps meeting unanimously rejected the plans and demanded that any offer be paid in full and consolidated to all members in the collective bargaining unit.

RMT general secretary Mick Lynch said that London Underground's pay offer fell short of what members deserve.

"The offer also threatens to remove collective bargaining for a growing portion of staff, pushing them into pay bands that are decided solely by management. This



undermines our members' rights and the core principles of fair negotiation.

"No trade union can accept any pay proposal where management decide which of our members gets a pay rise and those who do not.

"We have repeatedly urged London Underground to offer a deal that ensures all staff are covered by collective

bargaining, yet management remains fixated on imposing pay structures without our agreement.

"We remain open to negotiations, but London Underground must come back to the table with a comprehensive, consolidated offer that respects the rights of all our members," he said. ■

NO MORE LADBROKE GROVES

Union calls for more investment on the 25th anniversary of one of the deadliest rail crashes in UK history

On October 5, 1999 two passenger trains collided almost head-on after one of them had passed a signal at danger, killing 31 people and injuring 417 including Brian Cooper driver of the HST, and Michael Hodder driver of the Class165 DMU.

The Ladbroke Grove rail crash, also known as the Paddington rail crash, was the second major crash on the Great Western Main Line in just over two years, the first being the Southall rail crash of September 1997, a few miles west of this crash.

Both crashes would have been prevented by an operational automatic train protection (ATP) system, wider fitting of which had been rejected on cost grounds. This severely damaged public confidence in the management and regulation of safety of Britain's privatised railway system.

A public inquiry into the crash by Lord Cullen was held in 2000. Since both the Paddington and Southall crashes had reopened public debate on ATP, a separate joint inquiry considering the issue in the light of both crashes was also held in 2000; it confirmed the rejection of ATP and the mandatory adoption of a cheaper and less effective system but noted a mismatch between public opinion and cost-benefit analysis.

The Rail Accident Investigation Branch Annual Report 2023, published in



REMEMBER: RMT sent a delegation to the remembrance ceremony at the Ladbroke Grove crash memorial: Left to right: Paul McLauchlan (Chair, RMT Paddington No.1 branch), Alex Gordon (RMT President), Stephen Rees (Chair Cardiff No.7 branch), Paul Thomas (President, RMT SW&W Regional Council), Oluwarotimi Ajayi (RMT NEC, Region 7)

May 2024, noted the continuing failure of the rail industry to provide 100 per cent train protection and recent over speeding incidents has led to growing concerns.

"Train Protection and Warning System (TPWS) was introduced around twenty years ago, but it was not intended for temporary speed restrictions and an exemption was granted against fitment for protection against overspeeding at diverging junctions.

"TPWS was also not

intended to provide 100 per cent protection in circumstances where it is fitted. TPWS fitment was a stopgap measure while the railway waited to fit automatic train protection, which would bring with it features to supervise the speed of trains. Universal fitment of such technology is a long time away.

"Does TPWS provide sufficient mitigation of overspeeding risk now and into a possibly long-term future?" the report concluded.

RMT general secretary Mick

Lynch re-iterated union concerns over lack of investment in infrastructure in the rail network.

"While the terrible events at Ladbroke Grove ultimately contributed to the abolition of the privatised entity Railtrack and the creation of the publicly owned company Network Rail, lessons still need to be learnt.

"The fact remains that job losses, casualisation, a myriad of contractors, long-hours and fatigue – all driven by cuts on the railway – remain a blight on the network," he said. ■

PETITION: Campaigners from Better Buses for West Yorkshire including trade unions RMT, Unite, Unison and Calderdale Trades council gathered earlier this year to hand in a 12,000 strong petition to take West Yorkshire buses under public control



WHERE NOW FOR BUSES?

Union calls for action ahead of Labour's much-anticipated Better Buses Bill

RMT has welcomed the Labour government's plans, set out in the forthcoming Better Buses Bill, to give local transport authorities far greater control of local bus services through public ownership or franchising.

As RMT bus worker members will know all too well, decades of deregulation and privatisation, introduced by the Tory government in the 1980s has led to a significant decline in the bus sector.

Services have been slashed and fares have soared, whilst bus workers' pay and conditions have been stifled and working hours are often excessively high. At the same time, the private bus operators have been able to pay out massive dividends to their

shareholders, and simply cut any services not deemed profitable.

They are only able to generate these profits because of the high level of national and local government subsidy paid to the bus companies meaning that passengers and taxpayers are funding the private bus companies' profits.

In 2021, the then Tory government published its first national bus strategy, which did acknowledge the problems inherent in the bus sector. Yet it failed to deliver any meaningful improvements, including because it prioritised Enhanced Partnership agreements between local authorities and operators, thus protecting the deregulated and commercial framework.

Furthermore, funding allocation varied significantly between local authorities, thus exacerbating the postcode lottery in local bus service provision. The strategy also failed to repeal the Tories' ideological ban on new municipal bus companies.

RMT policy calls for the reversal of deregulation and privatisation, and for all local authorities to receive sufficient ring-fenced funding to deliver their bus services via a publicly owned municipal bus company.

Franchising, under which local authorities can specify services, routes, fares etc, may act as a stepping stone towards full municipal ownership. Aside from London, the only other area

that has franchised so far is Manchester, and the union will be working with the TUC to learn lessons from this process.

The Labour government has set out its plan for Better Buses and will be introducing a new Bill in this Parliament to achieve its plans, which include:

- Removing the ban on municipal bus companies.
- Giving all local authorities automatic franchising powers and speeding up the franchising process.
- Reforming bus funding.
- Additional steps to safeguard local bus networks.

RMT welcome's Labour's recognition of the vital role

that local bus services play in serving local communities. Reliable and comprehensive bus services reduce social isolation and enable people to connect with education, employment, healthcare and local economies.

Enabling local authorities to deliver bus services for local communities will also require far greater integration with the rail network and modal shifts to national passenger networks.

Of course, RMT's priority throughout this process will remain to protect all bus worker jobs and seeking improvements to pay and conditions and working hours. The union will work to ensure that where local authorities decide to pursue franchising that there are no attempts by operators awarded contracts to drive down pay and conditions.

WHAT HAS RMT DONE SINCE THE ELECTION?

- Soon after the General Election RMT general secretary Mick Lynch met with the bus Minister Simon Lightwood MP to set out union priorities for members in the bus sector.
- RMT is working with the TUC around the Bus Bill to ensure the union's views are incorporated into the union response to the government's plans for buses.
- RMT is meeting periodically with the civil servants involved in designing the Bus Bill and will have the opportunity to feed in union views and priorities as part of this process.
- Briefings for and political engagement with MPs around the Bus Bill.

The government's Better Buses Bill has not yet been published and there is much detail awaited. For instance, the government has said that it will reform funding, but it awaits to be seen whether there will be any additional funding for local authorities wishing to pursue municipal ownership or franchising.

The union has long held concerns about the problems, such as low pay and long hours, driving the recruitment and retention crisis in the sector.

In 2018, the Transport Select Committee's inquiry into the bus market also recognised this and proposed that the government convene a national forum involving representatives from the trade unions, operators etc to address issues including recruitment and retention, skills, and safety. This was not

taken forward by the previous Tory government.

RMT has therefore proposed to the Labour government that there is sufficient merit in it convening such a group, which would enable more constructive high-level dialogue between the unions, government and employers on issues impacting members across the sector.

As work continues in this area, the union will be seeking to engage with bus worker members to ensure their views are taken into account. In the meantime, if you have any questions or want to share information, for instance if you become aware that a local authority in your area may be intending to pursue franchising you can email RMT national policy officer Sophie Ward on s.ward@rmt.org.uk



PAY WIN AT FIRST SOUTH WEST

Bus members working for First South West which covers services in Somerset and Cornwall have backed an improved offer of 5.4 per cent backdated pay increase. RMT general secretary

Mick Lynch congratulated members for standing firm and taking a number of days of strike action.

"RMT members across Somerset and Cornwall sent a message to the company

that it could not ignore the strong feelings of the workers at First South West," he said.

The pay rise represents a 70p an hour increase for all grades, taking drivers pay

rate to £13.70, backdated to the anniversary date of April 1, 2024. From the October timetable changes, drivers only headline rate will increase to £14.02 and £15.02 for overtime. ■





MEMBERS BACK RMT POLITICAL FUND

RMT members have voted by 21,319 votes (97.6 per cent) to 528 votes (2.4 per cent) to retain the RMT Political Fund.

It was a record percentage in favour of a political fund which is vital for the union to campaign in the political arena on a range of important issues in years ahead, including defending jobs and conditions, improved trade union and employment rights and extending public ownership and investment in the industries RMT members work in.

RMT general secretary Mick Lynch thanked members for voting in this important ballot and returning such a resounding yes vote.

“This result shows that members are very aware of the importance of the unions political campaigning to defend their interests at work,” he said.

The full scrutineers report of voting can be found on the RMT website at www.rmt.org.uk or is available free of charge by emailing info@rmt.org.uk.

NOTIFICATION OF RESULT OF RMT 2024 POLITICAL FUND REVIEW BALLOT

The Independent Scrutineer report (CIVICA ELECTION SERVICES) has declared the following result for the ballot, which closed at first post on Monday 21st October 2024

QUESTION: THE RESOLUTION is that the political objects set out in section 72 of the Trade Union and Labour Relations (Consolidation) Act 1992 be approved as an object of the Union. Do you vote in favour of the Resolution?

RESULT

	Number of votes	% of valid vote
Yes	21,319	97.6%
No	528	2.4%

Number of ballot papers distributed:	77,918
Total number of ballot papers returned:	21,856
Turnout:	28.1%
Number of papers found to be invalid (blank/spoiled):	9
Total number of valid papers to be counted:	21,847

Notice to members who joined the union before 1 March 2018.
Trade Union and Labour Relations (Consolidation) Act 1992 (as amended) A resolution approving the furtherance of political objects within the meaning of the above Act as an object of the union has been adopted by a ballot under the Act. Any payments in the furtherance of any of those objects will be made out of a separate fund, the political fund of the union.
Every member of the union has a right to be exempt from contributing to that fund. A form of exemption notice can be obtained by or on behalf of any member either by application at, or by post from, the Head Office or any Branch Office of the union or from the Certification Office for Trade Unions and Employers' Associations by e-mailing info@certoffice.org. This form, when filled in, or a written request to the like effect, should be sent to the Secretary of the Branch to which the member belongs and, on receiving it, the Secretary shall send an acknowledgement of its receipt to the member at the address upon the notice, and shall inform the General Secretary of the name and address of the member.

Notice to members who joined the union on or after 1 March 2018.
Right to Withdraw from the Political Fund
In accordance with section 84A of the Trade Union and Labour Relations (Consolidation) Act 1992 we are obliged to inform, on an annual basis, any member who joined the Union on or after 1 March 2018 that they are entitled to choose to withdraw their contributions to the Union's Political Fund if they submit a withdrawal notice. For the avoidance of doubt, the Union does not recommend that you do this as the money it receives from the Political Fund is vital to much of the campaigning work it undertakes. However, notwithstanding the Union's position, if you wish to withdraw your contribution to the Political Fund you need to submit a withdrawal notice making clear you no longer wish to contribute to the Union's Political Fund. In this notice you should set out who you are, what your address is and what branch you are in. You can submit the withdrawal notice either by delivering it by hand to the Union's head office or your branch office or by emailing info@rmt.org.uk. The Union will then action your request. You can also ask us to provide you with an electronic version of a withdrawal notice for you to complete to facilitate your withdrawal and we will do this immediately if you email info@rmt.org.uk.

EAST OF ENGLAND ORGANISING

The challenges of organising transport workers in the east of the country

The London & Anglia (L&A) regional council of the union covers the East of England and those services that run into London, a huge geographical area which present its own challenges when it comes to organising.

It is a region that is traditionally underserved by transport links of any mode, as a look at any map will show you, and the region is the poor relative compared to all other points of the compass.

This hasn't prevented the regional council boasting almost 10,000 members organised across an extensive area and RMT representatives have been busy organising to build the union and extend the benefits of trade union representation across the transport industry.

Kathy Mazur is the RMT regional organiser and has previously served on the union's National Executive Committee (NEC). Her career on the railway began in dispatch and now she spends her time, together with the L&A regional council, directing the work to comprehensively organise the transport sector.

There's a considerable amount of work to maintain an RMT presence where it has been traditionally strong as well as extending the union's influence to other sites and workplaces. The union is in the process of becoming a serious and organised presence in these areas, working towards signing agreements with employers to recognise RMT as their union for collective bargaining.

The two main train operating companies that extend out of London are Greater Anglia (GA), which covers the Great Eastern mainline and its subsidiaries,



ORGANISING IN THE EAST: RMT company council reps Rowan James, James Davenport, Keith Dumbrell, Ray Williams, Peter Duly, Andrew Shevlin

as well as c2c, a smaller operation which serves the Essex Thameside Route between London and Southend-on-Sea.

The successful campaign to save railway ticket offices was used as an organising opportunity to hold organised visits to parts of the region's railway network where the union did not have an existing membership and activist base.

Kathy explains that these activities resulted in new members as well as reps at both companies.

"Throughout the campaign to save ticket offices we were the only union committed to the wholesale rejection of the plans to cut offices and hours, and by our North Thames and LTS Branch systematically visiting all workplaces on the service we've seen a marked increase in members.

"It's clear that where a fighting lead is given, our members follow and trust their elected reps to protect their interests," she said.

The Eastern half of the Elizabeth line and London Overground and subcontractors are also organised within the L&A region. RMT Company Council rep at MTR Elizabeth line Kieran Offlands was recently awarded the coveted John

Cogger youth award for his outstanding contribution to organising in this area.

TRAINCARE

More recently Kathy has been working with the regional council to increase RMT organisation amongst traincare workers, both engineering and cleaning, with a particular focus on OCS, a company with an expansive portfolio of contracted services but a less than stellar reputation in the railway sector as an employer.

In-line with the union's decision to campaign to increase membership at this employer on both LNER and AWC contracts, the regional council and local branches have been busy mapping membership and planning recruitment activities to target

sites with the weakest density. This means that the union will be able to conduct next year's pay talks from a position of relative strength, with visits to Peterborough, Watford, Kings Cross and Euston taking place.

There's numerous traincare depots, at Ilford, West Ham, Norwich, Colchester and Clacton to name but a few to be organised. This is alongside a substantial number of ports employing dockworkers and seafarers, as well as transport workers employed in industries such as road haulage and, to a lesser extent, road passenger services. Regional council and branch plans determine the work of activists to ensure that RMT is at the forefront of industrial trade unionism in the region.



MEDWAY MEDALS

RMT general secretary Mick Lynch joined a branch meeting in Rainham to offer congratulations to the members who received their long service badges including a 40 year to Giacomo Verdolini who works for Network Rail, 25 year badges for Paul Dennis at Southeastern and John Dover at DB Cargo as well as four 10 year badges to Stuart Newman, Paul Curwen and Nathan Dove all at Southeastern and to Martin Bain at Network Rail. ■



HOLYHEAD MEDAL

RMT national secretary Darren Procter presented a 40-year medal to Colin Griffiths of Holyhead No1 branch.

Colin became a member in August 1983, initially working for Sealink which was a part of British Rail in Holyhead. He became a workplace representative in 1996 and continues to represent members at local and national industrial meetings with Stena Line.

Darren said that he had fought tirelessly to protect and progress rates of pay and terms and conditions of employment for his members in the port of Holyhead whilst being supportive to other Stena Line workplace representatives around the UK.

"Well done Colin and thanks for everything you have done and continue to do on behalf of RMT members," he said. ■



NEWPORT MEDAL

RMT member Gary Brown received his 40-year membership Medallion from RMT assistant general secretary Eddie Dempsey at the Newport IOW no2 Branch meeting recently.

Gary joined Southern Vectis, the bus company on the Isle of Wight, in May 1983 and RMT at the same time. Gary started out as a conductor, before becoming a driver in 1986. He was instrumental in the setting up of the current terms and conditions at Southern Vectis, some of the best within the Go Southcoast group.

Gary retired from full time driving this year, but has stayed on as a casual driver, allowing him to spend more time with his wife, with whom he has just celebrated his 40th wedding anniversary in September.

The Newport IOW No2 branch thanked him wholeheartedly for making working in the bus industry a little more bearable. ■





FIXING THE FUTURE

RMT member Gareth Dennis talks to *RMT News* about his new book about renewing the rail network for all

The new book by railway engineer and writer Gareth Dennis, *How The Railway Will Fix The Future*, builds a case not simply for railways as a common good, but argues that railways are a critical tool for humanity to survive and thrive.

He asks the pertinent question if the world's railways were almost entirely created by capital and empire for extraction and exploitation, how can they be harnessed for good?

For Gareth, whether it's the power of organised labour, the threats and opportunities of new technology, the distribution of democratic power or the calamitous impacts of climate change, railways can act as a lens through which to understand the future and the part they can play in it.

With his deep knowledge of railways and his unique view of history and politics, the author provides the tools to answer those imperative questions: what and who should our railways be for?

He tells *RMT News* that there are loads of railway books about, but all of them either fixate on the past or make a lot of noise about how railways don't work today without proposing long-term solutions.

"We need to be asking how we can exploit railways for good - in fact not doing so sets our society up for failure as climate change and other challenges bite harder through this century.

"Railways can even be a lens through which to view the future and how we can make society work better for everyone.

"It's about the challenges we face, the choices we need to make, and how 'more railways, is an answer to many of those questions," he says.

So what does he hope will come out from the book?

"Working class people and the left more generally have fallen a bit out of love with railways. It is my hope that, rather than being seen as some part of the past, or perhaps as a big corporate mass to be tackled, people can see how railways fit into a brighter future. And exactly how we wrestle control of railways away from people who don't agree," he insists.

So why should RMT members read this book?

"As an RMT member working in the rail industry, I know we get told a lot of nonsense by those in charge of the railways, whether it is

rubbish like 'passenger numbers will never return to pre-COVID levels' which they already have, or 'if the unions get their way the railways will go the way of the coal industry' which is dangerous scaremongering and makes no sense if you understand the world and its challenges.

"I hope that this book will help members feel fully armed and ready to tackle those sorts of claims, as well as helping cement the pride in what they do - if you work on the railway, you really are helping forge a better future. It gets me up in the morning, at least!," he says with his usual optimism and humour.

There is a discount code for RMT members when they buy the book from the publisher Repeater website: [traingood200](#)



GIVE US A LIVING STATE PENSION

Glen Burrows and Kevin Williams of RMT's South Wales & West retired branch demand action

If you're still working, you might think that pensions haven't got much to do with you. You'd be wrong as the conditions which pensioners are currently campaigning for will be the ones you inherit. That is why RMT works closely with the National Pensioners Convention (NPC) and why our branch affiliates at regional level.

The recent furore over withdrawal of the Winter Fuel Payment highlighted the ongoing problem of pensioner poverty: it is estimated that more than two million currently live below the poverty level.

It will result in a higher rate of winter deaths this year (more than 5,000 last year), because there will also be a 10 per cent increase in fuel prices. I wonder how many of those Labour MPs who voted against September's Early Day Motion which called for a halt to the WFP withdrawal will feel any remorse as the deaths are announced?

People are rightly angered and disgusted that a so-called Labour government refuses to tax the rich and, instead, punishes the poor.

But it's a bit of a distraction from the real issue. The underlying problem, which no government wants to deal with, is the continued existence of severe poverty and not just among pensioners in a country which is ranked in the top six of the world's

wealthiest nations.

The real issue is that the UK state pension is too low: it represents 17 per cent of average final earnings, while the average across other European countries is 57 per cent. The Winter Fuel Payment was introduced by a Labour government in 1997 as a concession to the problem of pensioner poverty when the real change should have been an increase in the state pension.

The government says the "black hole" prevents this, while committing to massive increases in defence expenditure and no commitment even to dealing with rich tax dodgers, never mind introducing an additional wealth tax.

The 1946 National Insurance Act was a contract between working people and the state to provide a state insurance scheme, while income tax would provide services. The NI Fund currently provides 14.8 per cent of government revenue and is always in surplus. Instead of using this surplus to improve pensions, governments borrow from it to fund other projects. Furthermore, governments and even trade unions have relied on the market-place to organise occupational pensions. Apart from the fact that 27 per cent of households have no occupational pension, recent economic decline has



BANNER: Bristol retired members Glen Burrows and Tony Jakeman

impacted severely on many occupational schemes. Clearly then, Social Insurance and collective provision are the best methods for ensuring a decent standard of living in retirement.

The NPC support the demand for a Living State Pension, based on 70 per cent of the Living Wage. We believe there should be no more borrowing from the National Insurance Fund, but surpluses should be used to benefit pensions. The Upper Earnings Limit on NI contributions, which allows higher earners to pay less NI, should be abolished and the Triple Lock maintained.

The 35 years' qualifying payment period for the new

state pension must be abolished. How many of today's young workers, in an economy dominated by precarious employment, can hope to qualify? Eliminating poverty among all sections of the community must become a priority for government – the first step being a Wealth Tax.

Above all, we need a united struggle. Unions and the TUC must work alongside pensioner organisations and prioritise the struggle for a Living State Pension, rather than a state pension as a fall-back income. Pensions are too important to be left to the vagaries of the capitalist market with no democratic control over funds.



LETTERS

DISABILITY AT WORK

Dear editor,

I am autistic and I have recently been through a very difficult time with my employer Thameslink. My employer did not understand my needs and had not implemented adaptations to support my needs even though they had requested an OH assessment to understand them.

As a result of this lack of support, I was charged with gross misconduct. The whole experience caused me to experience low self-esteem and very high anxiety. There were many days where I could not get out of bed. I was really fearful that I would lose my job. Fortunately, my union representative Nathan Shickle helped me to understand that I could appeal this charge.

I am so grateful to Nathan as I know that, without his support, I would not have had the confidence to fight this charge. With his help, I am now back at work and I could not be more grateful to him. I hope that my story helps others with disabilities to contact their reps should they experience similar issues.

Regards,
James Taylor



VISIT: RMT assistant general secretary Eddie Dempsey congratulates James on the platform

WHAT ABOUT DELAY ATTRIBUTION TEAMS?

Dear editor,

After reading the last issue of *RMT News* (The Great Rail Reset page 8,9) I am amazed that the very union that 'fights for its workers/members' thinks so little of the Delay Attribution Teams which I am a member of. We work hard every day proving to all departments and colleagues that we aren't trying to blame anyone. The information we gather is essential in showing where and what needs improving and areas that need attention including infrastructure, protecting colleagues and commuter's with tackling disorders and criminal activity and if units need updating. Without this information how will GBR become what it needs to be and what staff and commuters want it to be.

More importantly, as you know more than your 400 Delay Attribution members and you've literally told them that they will no longer have a job and seem to celebrate that. What happens to us under GBR?

Regards
Steven Cole

Editor's note:

The union would like to apologise if there was any perception that it believed in removing Delay Attribution staff from the railway. In fact, the union believes that the skills and knowledge of people who undertake Train Delay Attribution are an invaluable asset to the railway. These roles require and develop immense knowledge of train operation, signalling systems and general rail systems knowledge.

The issue that RMT has is not the existence of these roles or this accumulation of knowledge, it is the fact that the roles are put in service of a fragmented compensation culture that is ultimately designed to minimise commercial risk and support profiteering by private companies.

This imports perverse incentives into delay attribution and creates commercial and time pressures that are unnecessary in a rationally planned system. An integrated publicly owned railway will need people who are able to investigate, establish and attribute the causes of delays and should value people with system knowledge.

But it will not require them to work to the needs of profit-oriented companies or sustain a compensation culture in a fragmented railway. RMT's view is that train delay attribution and its staff will still be needed and should be put at the service of continuous improvement in a single, integrated, publicly owned railway.

BARRY WEST SAFETY AWARD

RMT regional organiser Barry West presented with award at the Hazards safety conference

The 35th National Hazards conference meeting at Keele University presented long time RMT campaigner Barry West with a special award for his work around bus fires.

"I was very proud to receive this award for the bus fires the UK campaign work I have been working on, it was an honour and I felt very humbled by what was said and why the award was made," Barry said.

Barry had also been invited to speak on catastrophic bus fires in the UK at a well-attended fringe meeting on the issue which received much interest and support from those attending, some in person and others remotely.

Barry spoke at length about concerns around that a situation on a bus or a coach in which many innocent people may lose their lives and others may be left affected by their loss as a consequence.

"This matter is not a fringe issue and will hopefully progress and become a topic that will become more widespread and prevalent.

"The forensic work I have undertaken within my own capabilities and knowledge work about the risk fire poses particularly for the many elderly, disabled, vulnerable individuals and children who use public transport.

"There is an urgent concern about the lack of training and competence for emergency evacuation for dealing with catastrophic bus fires amongst



bus drivers as a result of a lack of training by the employers. If we act now we could avoid a terrible and avoidable tragedy," he said.

He has been campaigning for many years talking to MPs, bus and coach operators, bus builders, designers, government agencies and legislators as well as other trade unions.

Hilda Palmer of Hazards congratulated Barry for his incredible work in raising the very serious issue of bus fires and their astonishing number every year and putting it on the public agenda

"He has made clear the risk to drivers and passengers and how little they are currently protected.

As buses are used by so

many people including the poorer, children, the elderly and disabled, it is alarming the ease and speed with which they catch fire.

"Barry has collated reports of incidents of buses fires across the country and bus companies, investigated the causes and made this public and developed an impressive campaign with RMT and getting other unions like the FBU, National Union of Students and teaching and school unions involved.

"He has researched the issues around the construction and materials used in buses, the law and regulation of these and showed how lax they are.

"He has raised these issues with Transport Ministers and

with the Driver and Vehicle Standards Agency and made clear the issues and what is needed to fix them.

"Barry makes clear that non-electric buses catch fire but there is an extra risk with the batteries of electric buses which must be taken into account.

"He has held meetings with drivers, passenger organisations and with bus companies and made clear his huge information base and knowledge.

"Barry is a phenomenal campaigner and deserves this award which comes with the admiration and praise of the Hazards Campaign and our support for him in making buses safer," she said.



RMT WINS TUC COMMS AWARDS

Union wins best social media award second year running

RMT won the TUC Best Use of Social Media award for an unprecedented second year in a row and picked up Best Campaign for its successful work saving every ticket office in the country after the previous government had earmarked them all for closure.

Collecting the awards, web and social media editor Andrew Brattle commended all departments of the union: "Our campaign to save ticket offices is a testimony to the whole trade union movement.

"We managed to secure

the biggest ever response to a public consultation. The result of that was that we weren't just able to save one or two ticket offices, but we managed to save every single one," he said.

TUC judges praised RMT for a great cross-platform social media campaign, running off the single idea that ticket offices were still popular, despite government claims.

"Celebrity tweets helped, and momentum built as the public got involved.

"RMT kept the campaign agile and responsive, such as exploiting the narrative around outages on the Trainline ticket app. The social media work created enough visibility to really contribute to the union's wider campaign," they said.

Judges also praised the



WINNER: RMT web and social media editor Andrew Brattle receives award second year running

entire 'well-executed' ticket office campaign that achieved huge participation with simple messaging and a clear call to action which made good use of the increased name recognition that RMT has won in recent years.

"Working with disability action groups brought in allies with strong stories to tell, and supporters were encouraged to share photos and stories, which were well integrated into the campaign.

"Lots of excellent PR work helped RMT achieve favourable coverage across the media by demonstrating to outlets the impact the closures would have on their own readerships," judges noted.

The union was also commended in the best recruitment and organising category for the RMT calling card featuring a QR code to the online join form. Judges said that it was "a simple, but creative initiative that empowers members to be active recruiters for the union".

The union's journal *RMT News* also won praise from judges as "comprehensive in its coverage of strikes and disputes and has some great member support pages". ■



LEGAL

WINNING FOR MEMBERS

RMT offers full legal assistance from day one of the union membership including minor accidents

The union has successfully secured a £14,000 compensation settlement for an RMT member who was injured while cycling after being struck by a vehicle that failed to give right of way.

Following the incident, which left the member with six broken ribs and a head injury, the union employed workplace injury specialists Thompsons Solicitors to pursue a compensation claim against the driver responsible for the crash.

Liability for the accident

was promptly admitted and through detailed negotiations with the driver's insurers, a satisfactory settlement was reached without the need for court proceedings. The member received the compensation with no deductions thanks to his union membership.

TRIPS

An RMT member working as a track worker won a compensation settlement of £16,250 after suffering a painful shoulder injury while

fulfilling his role as a lookout.

The incident occurred when his left foot became caught under loose foot grating, causing him to fall heavily onto his shoulder. The member suffered pain in the left shoulder, resulting in restricted movement and the fall exacerbated a back injury.

Since the accident, repairs have been made to the grating in question, highlighting the serious health and safety lapse. Following the ordeal, the RMT member instructed Thompsons

Solicitors, experts in workplace injury claims, to pursue compensation.

The insurers initially refused to negotiate a settlement, forcing the case to proceed to court. Despite the insurers' reluctance, a settlement was eventually reached reflecting the severity of the member's injuries and the personal and professional impact they had.

The member has now received the full compensation of £16,250, with no deductions thanks to his RMT membership.

LEGAL SUPPORT FOR RMT MEMBERS AT EMPLOYMENT TRIBUNALS

If you are experiencing difficulties in the workplace and need advice regarding a potential employment tribunal claim contact the union.

In the first instance, ensure that you contact your local RMT Representatives or Regional Organiser. Then complete an L2 – Request for Legal Assistance (available on-line) and send it to your Regional Office with all supporting documentation.

RMT's legal department deals with virtually all cases from assessment to the case's conclusion at a tribunal for members across England and Wales. The legal department has also submitted claims to Employment Appeal Tribunals.

The in-house legal department is now firmly established and employs four solicitors and 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 In-house legal department continues to strive to deliver a first-class service to all of members. They are committed to provide a strong service to assist the union through the ever-changing legal landscape and their successes have grown yearly.

Your Free legal service covers:

- **Employment Law** – provided by the RMT Legal Department
- **Access to Personal Injury Lawyers** – where 100 per cent of compensation is kept by members.
- **Access to a basic will service.**
- **Access to special terms for conveyancing, probate, powers of attorney.**
- **Access to special terms for family law related matters.**

The contact number for the legal department is **020 7084 7260** or go on-line to rmt.org.uk/about/legal-services/

SLIPS

An RMT member sustained painful injuries after slipping on liquid at the entrance of a Starbucks branch within Leeds Railway Station and the union secured a four-figure settlement as part of a public liability claim brought against the company.

The incident occurred as the member made their way through the station. Upon slipping, he fell and struck the

left side of his head against a glass door, sustaining multiple injuries including bruising and swelling around the left eye, which resulted in blurred vision, irritation and soreness. He also experienced headaches, dizziness, nausea, and nosebleeds.

Following his ordeal, the union instructed Thompsons Solicitors to bring a claim for compensation against Starbucks Coffee Company. His

legal team alleged that the company breached its duty of care under the Occupier's Liability Act 1957 by failing to ensure that visitors to their premises were kept reasonably safe, duty of care to the public by failing to have in place adequate systems of inspection, failing to have wet floor signs present, and failing to clean up the spillage.

Thompsons Solicitors were able to secure the claimant a

settlement award of £2,000, which reflects the pain, suffering and loss sustained as a direct result of the incident, without the need to go to court.

These cases further highlight the value of the union's legal service, demonstrating how RMT stands by its members and is prepared to take on cases that claim companies and no win/no fee solicitors may not. ■

President's Column

THE TRUE COST OF PRIVATISATION

On Saturday October 5, 2024 RMT joined bereaved families, emergency services and other rail unions at the 25th anniversary commemoration of the Ladbroke Grove Rail disaster paying our respects to 31 people killed, and hundreds injured and traumatised on that day in 1999.

The short, dignified remembrance ceremony was attended by dozens of bereaved relatives, some accompanied by grandchildren who weren't even born when this train crash took place.

For railworkers and emergency services, the lessons of Ladbroke Grove can never be forgotten.

It epitomised everything wrong about Tory rail privatisation and New Labour's betrayal of its pledge to deliver a 'publicly owned, publicly accountable railway'.

For those who lived through it, and as importantly for those who didn't – a majority of RMT members today – it's important to recall the political mistakes leading to this disaster 25 years ago.

John Major's Tory government privatised British Rail in 1993. BR was broken up and flogged

to private buyers, while powers to regulate private rail companies went to a new Office of Rail Regulator.

Labour won the May 1997 general election by a landslide and PM Tony Blair appointed his deputy, John Prescott as Transport Secretary. Prescott, a former National Union of Seamen official, was an RMT member with a grace and favour London flat in Maritime House to boot.

One of Blair's first betrayals was to reverse Labour's pledge to take our railways back into public ownership. Blair proclaimed Labour's loyalty to neoliberalism by deriding nationalisation as a creed of a bygone age and asserting that only regulation of private companies could ensure economic efficiency and consumer protection.

Prescott's choice for regulator was Tom Winsor, a partner in a leading City of London law firm who took up the office of Rail Regulator from July 5, 1999.

When the Ladbroke Grove crash occurred on October 5, 1999, Labour had made its pact with the devil to live within Tory privatised rail structures. They couldn't say they weren't warned.

Two years earlier in September 1997, the Southall train crash killed seven passengers when a high-speed train with its Automatic Warning System isolated collided with a freight train.

At Ladbroke Grove by contrast, the Great Western high-speed train approaching London Paddington at 100mph was on green signals when a Thames Trains commuter service leaving Paddington passed a signal at danger and drove straight into it.

The collision caused a fireball that tore through derailed coaches. North Kensington Fire Officer Hodson reported a 'large mushroom cloud of smoke rising 150-200m into the air'.

What the deadly collisions at Southall and Ladbroke Grove had in common was a fragmented railway in which safety came a poor third to profit and squeezing greater productivity from railworkers through longer, more flexible working hours and reduced training.

Ladbroke Grove's rail infrastructure was a mess, with Overhead Line equipment introduced for Heathrow Express without regard to



signal sighting on six bidirectional lines approaching Paddington.

One year later, on 17 October 2000, the railhead disintegrated on the East Coast Main Line at Hatfield causing another high-speed train derailment killing four more.

Hatfield was the death knell for Railtrack, the private owner/operator of railway infrastructure. When its shares hit rock bottom, the Labour government belatedly liquidated it into Network Rail.

All those forty-two avoidable deaths, alongside others at Potters Bar and elsewhere, were a consequence of rail privatisation and the myth of private regulation.

The lesson is, if you don't own it, you don't control it.

RMT honours victims of Ladbroke Grove today by holding Labour to account on its 2024 manifesto commitment to create a publicly owned railway.

Alex Gordon

REPORT OF THE INDEPENDENT AUDITORS

Set out below is the report of the independent auditors to the members as contained in the accounts of the Union for the year ended 31 December 2023:

OPINION

We have audited the financial statements of the National Union of Rail, Maritime & Transport Workers [“The Union”] for the year ended 31 December 2023 which comprise the Income and Expenditure account, Combined Funds, Income and Expenditure Account - General Funds, Income and Expenditure account - Orphan Fund, Income and Expenditure Account - Political Fund, the Balance Sheet, Cashflow Statement, Statement of Movement in funds and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

- In our opinion the financial statements:
- Give a true and fair view of the state of the Union's affairs as at 31 December 2023 and of its income and expenditure for the year then ended; and
 - Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Union in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the National Executive Committee's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Union's ability to continue as a going

concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the National Executive Committee with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our auditors report thereon. The National Executive Committee is responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information we are required to report that fact.

We have nothing to report in this regard.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters where the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended) requires us to report to you if, in our opinion:

- A satisfactory system of control over transactions has not been maintained; or
- The Union has not kept proper accounting records; or
- The financial statements are not in agreement with the books of account; or
- We have not received all the information and explanations we need for our audit.

RESPONSIBILITIES OF THE NATIONAL EXECUTIVE COMMITTEE

As explained more fully in the Statement of Responsibilities of the National Executive Committee, the National Executive Committee is responsible for the preparation of financial statements

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS			
Summary income and expenditure accounts for the year ended 31 December 2023:			
General Fund and Orphan Fund			
	2023	2022	
	£'000	£'000	
Subscription income	18,080	18,638	
Operating expenditure	(18,977)	(21,522)	
Operating result	(897)	(2,884)	
Other income/(expenditure)	4,573	(1,120)	
Result for the year	3,676	(4,004)	
Other comprehensive income	(747)	752	
Comprehensive result for the year	2,929	(3,252)	
Political Fund			
	2023	2022	
	£'000	£'000	
Subscription income	222	229	
Operating expenditure	(435)	(143)	
Operating result	(213)	86	
Other income	0	0	
Result and comprehensive result for the year	(213)	86	
SUMMARY OF SALARIES AND BENEFITS PROVIDED			
Name	Position	Details	Amount
M Lynch	General Secretary	Salary	£96,839
		Pension contributions	£30,501
		Other benefits	£0
E Dempsey	Senior Assistant General Secretary	Salary	£87,962
		Pension contributions	£27,843
		Other benefits	£0
J Leach	Assistant General Secretary	Salary	£85,385
		Pension contributions	£35,310
		Other benefits	£926
Alex Gordon	President	Attendance, lodging allowance and reimbursed expenses	£56,475
The members of the National Executive Committee do not receive any benefits but do receive attendance and lodging allowances, which are set out below. The General Secretary, the Assistant General Secretaries, the President and the members of the National Executive Committee are reimbursed for any expenditure incurred by them in the performance of their duties on behalf of the Union.			
Summary of attendance and lodging allowances and reimbursed expenses paid to the National Executive Committee			
Name	Amount		
Oluwarotimi Ajayi	£61,311		
Millie Apedo-Amah	£55,217		
C Barros	£60,827		
J Breyal	£60,074		
Andy Budds	£66,192		
S Conway	£14,401		
D Douglas	£68,326		
D Gibbons	£1,100		
David Goard	£60,995		
Alex Gordon	£56,475		
D Giwatkin	£1,130		
MJ Herbison	£66,256		
P Jeanton	£1,069		
David King	£61,737		
O Longden	£38,738		
S. Miskimmon	£62,746		
W Moore	£56,953		
K L Morrison	£59,854		
C Price	£1,100		
F Scott	£59,643		
S Shaw	£31,849		
W Strang	£1,130		

and for being satisfied that they give a true and fair view, and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee are responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee either intend to liquidate the Union or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material

if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the union and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to Trade Union legislation, data protection regulations and employment law, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Trade Union and Labour Relations (Consolidation) Act 1992 and corporation tax regulations. We evaluated managements incentives and opportunities for fraudulent manipulation of the

financial statements (including the risk of override of controls), and determined that the principal risks were related to inappropriate journal entries in respect of revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will

be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation. A further description of our responsibilities is available on the Financial Reporting Council's website at <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the Union's members, as a body. Our audit work has been undertaken so that we might state to the Union's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Union and the Union's members as a body, for our audit work, for this report, or for the opinions we have formed.

Haysmacintyre LLP
Statutory Auditors

10 Queen Street Place
London EC4R 1AG

Date: 11 July 2024

We are required by the Trade Union and Labour Relations (Consolidation) Act 1992 (amended) to include the following declaration in this statement to all members. The wording is as prescribed by the Act.

"A member who is concerned that some irregularity may be occurring, or have occurred, in the conduct of the financial affairs of the union may take steps with a view to investigating further, obtaining clarification and, if necessary, securing regularisation of that conduct. The member may raise any such concerns with such one or more of the following as it seems appropriate to raise it with: the officials of the union, the trustees of the property of the union, the auditor or auditors of the union, the Certification Officer (who is an independent officer appointed by the Secretary of State) and the police. Where a member believes that the financial affairs of the union have been or are being conducted in breach of the law or in breach of rules of the union and contemplates bringing civil proceedings against the union or responsible officials or trustees, he should consider obtaining independent legal advice."

OFFICIAL RMT BRANDED MERCHANDISE



Show your support for the union.

Go to the RMT webshop on the RMT web site for more details.

Promote your branch, region and the union - call Pellacraft on 01623 636 602

if you have any queries.

NEW UNION PUBLICATION!

THEY SHALL NOT PASS

The seafarers and rail workers who fought fascism

A new full-illustrated joint publication by RMT and the International Brigade Memorial Trust (IBMT) tells the untold story of the union's historical fight against the rise of fascism in the 20th Century.

Using archive material held by RMT and the IBMT this latest union pamphlet reveals the full extent of the involvement of transport workers in the fight against Oswald Mosley's Blackshirts in Britain and the struggle against fascism in Spain.

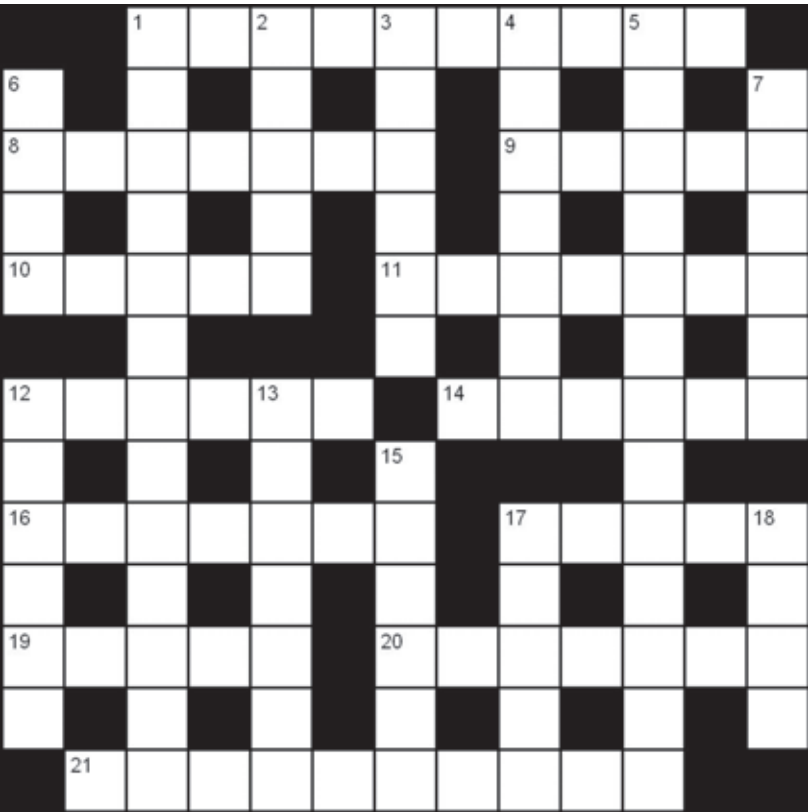
Many more workers also fought the fascists on the streets of Britain and NUR general secretary John Marchbank even took on Mosley in the courts and humiliated him.

They Shall Not Pass is available for sale on the RMT webshop for just £5 plus P&P. Go to www.rmt-shop.org.uk/books

Over 100 seafarers and rail workers volunteered to fight in the legendary International Brigades that fought Nazi-backed forces in Spain while European governments looked the other way in the hope of a fascist victory.



£50 PRIZE CROSSWORD



Last month's solution...



Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by December 16, 2024, with your name and address.

Last month's winner is Ms E Fromant, Frogmore.

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

ACROSS

- 1 Evil (10)
- 8 Struggle (7)
- 9 Measuring stick (5)
- 10 Roofer (5)
- 11 Nonsense (7)
- 12 Fish (6)
- 14 White mineral (6)
- 16 Passivity (7)
- 17 Assist (5)
- 19 Flamboyance (5)
- 20 Avoiding (7)
- 21 Indecisive (10)

DOWN

- 1 Schemer (10)
- 2 Provide (5)
- 3 Small hole (6)
- 4 Baby's room (7)
- 5 Confidently aggressive (13)
- 6 Sharp blow (4)
- 7 Flour (6)
- 12 Metal stand (6)
- 13 Eightsome (7)
- 15 Summerhouse (6)
- 17 Chaotic state (5)
- 18 At all times (4)

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!*



EARN CASHBACK ON YOUR INTERNET SHOPPING

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.

RMTRewards.com



FREE £5,000 ACCIDENTAL DEATH COVER

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!

RMTCar.co.uk



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.

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freephone **0800 376 3706**

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.

