



A MESSAGE FROM YOUR NATIONAL SECRETARY



As you will be aware from our previous publication, we have been actively visiting renewables ports around the coast, speaking with individuals employed within the CTV/Workboat sector and listening to your concerns, whilst highlighting

what we as a union are doing around various areas of relevance to you and your workmates. In the coming weeks, we will see increased activity around many of the ports, and RMT will be stepping up activity and visiting the ports and demonstrating our commitment to those working within the sector.

We are a trade union that believes in being engaged with our members, proactively seeking to communicate around your issues and developing a plan directed by the input of you, the RMT member. On occasions, we have bumped into individuals in ports or seen posts on social media who have communicated that there is no requirement for a trade union. Really??

Once we engage with these individuals, who are often not permanently employed, paid a little above the NMW, but below some individuals stacking shelves in a local supermarket, have to pay

for their own training courses, working for excessive hours (but you'll get that back on a weather day) due to the commercial pressure of the client, have a poor pension and are actively seeking employment in other sectors then a different discussion is initiated.

We are not focusing our efforts on your industry because it's easy to do so, quite the opposite actually, we are doing so because we recognise that those working within the sector have highlighted stagnation of terms and conditions. What was once a decent job is now an average job and the industry is experiencing a race to the bottom that we have seen in other areas of shipping.

The only way to combat this is to become organised, have pro-active engagement with employers and industry by identifying the issues and having dialogue to remedy the concerns to ensure that the younger generation have decent jobs for many years to come. RMT is generating discussion through our presence in the ports, we are visible to those working within the sector and accessible to our membership. I would respectfully request you seek to recruit a non-member by sharing this with those colleagues not currently a member of RMT. Stay safe and get active within RMT.

*Regards,
Darren Procter*

Supply Chain Dignity?

Whilst the media would have the nation believe that every job within renewables is a secure, well-paid job, they should seek to visit the various ports and speak to individuals employed within the CTV/Workboat Sector who feel that they are at the bottom of the supply chain, seeking employment in other sectors because working within this sector does not offer the same protection as other areas of the renewables sector. We highlighted some of the issues that had been raised with us by members and non members alike in the previous publication, and many of those issues still remain an issue within the sector. RMT will continue to raise these concerns at every opportunity.

Understanding How RMT Works for You

Our priority as a trade union is workplace organising, ensuring that we have elected workplace representatives, both industrial and health and safety, covering all shifts in all workplaces. Still, it is equally important to identify how members can become actively involved within the union on essential matters to you. This is particularly important in your sector given that it is not practical to have a rep on every vessel with such small crews.

Within the RMT, we have 16 branches specifically for Maritime and Offshore members. The role of the branch is to organise all workers within its geographical spheres of influence. As a member of RMT, you will be in one of the following branches: Aberdeen shipping, Belfast Shipping, Douglas Shipping, Dover Shipping, Eire Shipping, Glasgow Shipping, Harwich Shipping, Holyhead Shipping, Humber Shipping, Liverpool shipping, OILC, Oban Shipping, North-East Shipping, River Thames, Southampton Shipping, South West and South Wales Shipping.

Each company where RMT has recognition or significant membership, an elected regional official or National shipping official is allocated by the General Secretary as being responsible for organising and leading negotiations for that particular company working closely with the local branch and shipboard representatives to raise the issues on behalf of RMT members. RMT is a democratic trade union, every position from the workplace representative to the General Secretary is elected by the members and accountable to the members. Within the structures of RMT we have industrial grades based Conferences and advisory committees for Young Members, BAME, LGBT+, Women, Health and safety, Education and Disabled members. Any member interested in becoming involved in any of these national committees can simply do so by contacting your branch secretary.

As a union we are continually developing our strategies around key issues and 3 of the most important campaigns within the maritime sector at present are the 100% membership campaign, Maritime Pension campaign and the Maritime Mental Health campaign.

As a union we must also note that there has been very little influence or presence by trade unions organising within renewables, particularly within the CTV sector and our primary focus is to organise within this sector to make a positive impact to your job security, terms and conditions, health and safety and promote awareness of the CTV sector and the employment conditions within. In order to achieve the above we need dialogue with the experts working in the sector...YOU.

Future Projections for the Renewables Sector

With projected forecasts for employment to reach almost 70,000 people employed both directly and indirectly somewhere between 2026 and 2030 depending upon which report you read what does this mean for the CTV sector? As pointed out elsewhere within this publication dignity and respect for the role in which you play in the supply chain is often overlooked. Is this an opportunity for RMT to work with all parties to seek permanent employment with decent terms and conditions and improved job security?

What do you think?

High Speed Offshore Service Craft Update

RMT is engaging with employers and the Maritime and Coastguard Agency over the Government's recent increase in passenger carrying capacity on high-speed offshore service craft under 500gt. Following a consultation last summer, which RMT responded to the Government has increased the maximum capacity on these vessels from 12 to 60. Whilst this change may be necessary to respond to growth in the offshore renewables sector, it is important that employers do not seek to use this change to cut costs on the existing CTV fleet and expose crew and their passengers to greater risk. RMT would like to hear from CTV crews about this change and how your employer is responding to it. Please email d.crimes@rmt.org.uk with your views.

Windcat Workboats Meeting

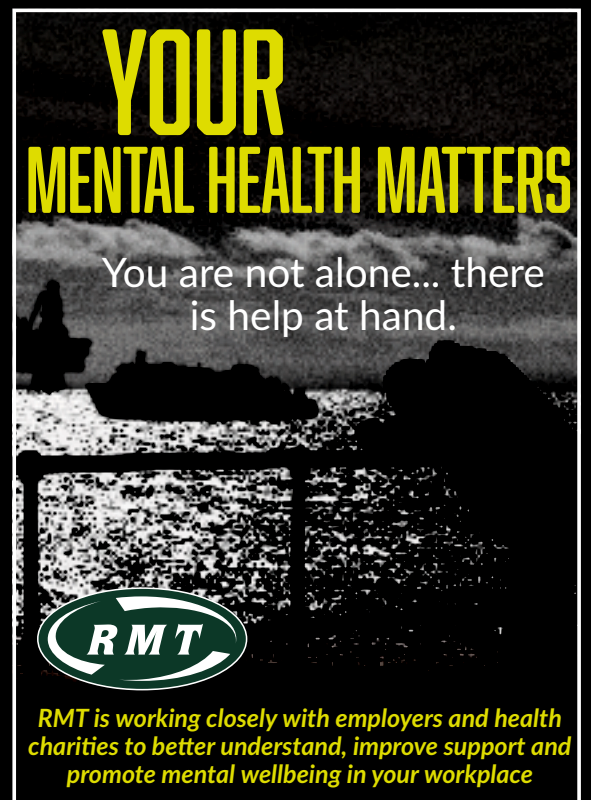
RMT were invited to attend a meeting in Grimsby which was attended by around 25 employees, many of whom are RMT members to discuss many of the concerns they had. It was a frank and honest discussion with the company taking away many questions that couldn't be answered on the night. The company gave a commitment that they would carry out similar exercises in various ports but we have yet to be made aware of this happening.

MENTAL WELLBEING

Mental Health within the shipping sector has been compounded further by the pandemic and this is an area that we have recently initiated a campaign to establish best practice. Some employers have developed educational courses, support networks, communication campaigns and are having a proactive approach to Mental health, whilst others are doing very little.

How well do you think your employer and the sector in general is approaching mental Health?

This is an area that we will be looking to work with industry to develop awareness and support. By way of an example other employers are ensuring that all staff are educated on Mental Health, understanding the signs and support that is available, putting in place workplace Mental Health first aiders and continually running initiatives to promote Mental Health in the workplace. If this is an area that you are interested in then please get in contact with our health and safety department for more information at j.havard@rmt.org.uk



**YOUR
MENTAL HEALTH MATTERS**

You are not alone... there
is help at hand.

RMT

RMT is working closely with employers and health charities to better understand, improve support and promote mental wellbeing in your workplace

Roster Patterns

Having visited so many ports and spoken with so many crew it is obvious that there is no standard roster patterns, just as concerning is that many individuals are working for excessive periods because they do not have a permanent position so they are working as and when they can in order to earn money. Given the reliance upon each other with such a small crew what do you believe to be a safe maximum working duration?

Get in contact and give us your views on fatigue and safety concerns linked to roster patterns.

Your Feedback

The feedback received from members and non-members following the last publication specifically aimed at the CTV sector was fantastic, individuals contacted RMT raising concerns around a number of your key issues with many individuals providing us with proof on non payment of NMW, communication with HMRC surrounding non payment of NMW, issues with sleeping arrangements / accommodation and a general aspiration that those working in this sector need a voice to represent the collective views because the sector is at breaking point in many areas due to commercial pressure. We would respectfully request that members continue to give us feedback and if you would like to contribute to a future edition then please get in contact.

Job Advertisements on Social Media

Since the last publication we have seen a noticeable decrease in job adverts on low rates of pay, often below the NMW since we challenged some of these companies both publicly and privately. This does not mean however that there will be companies seeking to offer work on poor rates of pay. If you have evidence of job advertisements offering poor terms then please get in contact with us and provide as much detail as possible.



GET ACTIVE GET INVOLVED...

HEALTH & SAFETY • MENTAL HEALTH • YOUNG MEMBERS • WOMEN • EQUALITIES • PENSIONS

PORT VISITS

As a trade union representing members within the CTV sector and looking to ascertain a greater understanding of the sector, the concerns of those working within the sector and being able to talk with you face to face about issues, initiatives or our maritime specific campaigns we need to be in the ports, we need to be visible to members and potential members that as a trade union we are much more than an organisation that represents you in a disciplinary. Over the past 6 months or so we have visited members in the following ports - Ramsgate, Barrow in Furness, Birkenhead, Mostyn, Aberdeen, Great Yarmouth, Grimsby, Montrose, Buckie, Fraserburgh, Workington, Peterhead, Wick, Scrabster and Lowestoft.

RMT will be looking to continue to build on our presence around these ports in the coming months, speaking with members and encouraging those who are not currently part of RMT to join the union actively looking to organise your sector, improve your conditions of employment, employment security and give workers within this sector a collective voice. We would appreciate hearing from members working in the various ports about visiting and setting up meetings at times that best suit you and your colleagues within the ports in which you work. Get in contact so we can make arrangements for visit you and your colleagues.



OFFSHORE WIND FARM DEVELOPMENT

The following chart shows offshore wind farms awaiting a decision on Contracts for Difference in Allocation Round 4. The final decisions are expected in the summer, no later than July 2022. Some developers have announced O&M contract awards already. It is likely that most AR4 CfD applications will be successful.

From March 2023, the CfD auction process will be annual. Included are some major projects expected to be included in AR5 CfD.

In January, developers of 17 fixed and floating offshore wind projects were granted leasing rights by Crown Estate Scotland in return for £700m. All of these projects will require a CfD and we will keep you updated on that pipeline of work.

Offshore Wind Farm	Owners	O&M Port	Status	Capacity
Inchcape	Red Rock (China – state owned) ESB (Ireland – state owned)	Montrose	Consented. Applying for CfD in AR4	1GW; 72 turbines; 15km off the coast
Moray West	EDPR (Portugal – Private) Engie (France – 23.6% owned and 33.2% controlled by French Govt)	Buckie	Consented. Applying for CfD in AR4	850MW; max 85 turbines; 22km off the coast
Norfolk Vanguard	Vattenfall (Sweden – 100% state owned)	Great Yarmouth	Consented. Applying for CfD AR5 (2023)	1.8GW; 200 turbines & 2 accommodation platforms; 47km off the coast
Norfolk Boreas	Vattenfall	Great Yarmouth	Consented. Applying for CfD AR5 (2023)	1.8GW; 158 turbines; 72km off the coast.
East Anglia THREE	Scottish Power Renewables (Iberdrola – Private Spanish company)	Great Yarmouth & Lowestoft	Consented. Applying for CfD AR4	1.48GW; 172 turbines; 69km off the coast
Hornsea 3	Ørsted (Denmark – 51% state owned until 2025)	Grimsby (Humber Freeport)	Consented. Applying for CfD AR4	1.4GW; 231 turbines; 121km off Norfolk coast.
Awel y Mor	RWE/Innogy (Germany – private)	TBA	Unconsented but Crown Estate lease granted.	TBA; 10km from North Wales coast.

A Message to Employers

We are fully aware that employers, operators and the Workboat association will read this publication because we were contacted within hours of the last publication being sent out with various messages, all positive it must be said. Our message to all employers is that we want to work with you for the benefit of our members/your employees to overcome the commercial pressure being placed on the sector and looking to work with those operators in this sector who recognise the benefit of working together.

Should you wish to meet with RMT to discuss developing a working relationship, to establish a greater understanding of our work within this sector or understand in greater detail the concerns of RMT members then please get in contact with the National Secretary, Darren Procter whose contact details are overleaf.

SOME OF THE BENEFITS OF BEING AN RMT MEMBER...

WORKPLACE REPRESENTATION

As a member of RMT, whether you are covered by a Collective bargaining agreement with RMT or not we will ensure that you are represented in the workplace for disciplinary or grievance hearings should you require it.

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. 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.

BRANCH STRUCTURE

Every member of RMT is allocated to a branch. Within the Maritime section of the RMT we currently have 16 branches allocated to organising workers within those geographical regions. As a member you can attend a branch meeting to raise your workplace issues, propose initiatives that you think the union should undertake, listen to the wider concerns from the Maritime sector and become actively involved in union activity should you choose to do so. Any RMT member can attend any RMT branch meeting and help is always at hand should you need it.

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. The recent change to NMW legislation is an example of a successful political campaign undertaken by the Parliamentary group.

PERSONAL INJURIES

Personal Injury claims cover if you suffer an accident in work or outside of work. RMT underwrites settlements that would not be provided by no-win, no-fee companies. Call 08457125495 for more information.

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 claims unlike claims run by no win, no fee companies. Call 08457125495 for more information.

ACCIDENT BENEFIT

Accident Benefit is 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 work for 3 days or more. Accidents must be reported to your branch secretary within 26 weeks in order to qualify for accident benefit.

RETIREMENT BENEFIT

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

DEMOTION COMPENSATION

This benefit is 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 will be provided that the member reports this to the 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 whilst a child 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.

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.

EDUCATION COURSES

As an RMT member you have access to education courses held at our Bob Crow National Education Centre in Doncaster or within the regions. The education courses are developed and designed to best equip our Unions activists, workplace representatives and officials to support, advise and represent our members across the union. The programme includes the core skills courses for all grades seeking education for Workplace Representatives and Branch Officials roles as well as a number of specialist courses to equip our Representatives and Officials with the skills and knowledge to deal with those issues in the workplaces. The learning style is one of collaboration and participation with reps from across our union learning as a multi grade Union from each other and strengthening our Union for all.

RMT CREDIT UNION

The RMT Credit Union is a mutually beneficial savings and loan organisation which offers ethical savings and loans to its members. The key to the RMT Credit Union is 'keeping it simple'. You must save a minimum of £5 per month with us. You can then after a short time borrow from us. As you pay down your loan amount each month, you only pay interest on the outstanding balance. There are no hidden costs to saving and borrowing with the RMT Credit Union. If you pay up early you simply pay the balance and any interest due at the time. NO Handling or Administration charges and NO penalty charges. Insert picture of credit union

FREE £5000 ACCIDENTAL DEATH COVER

As a benefit of your RMT membership you can register for £5000 Free Accidental Death cover. Cover is for UK residents aged 18-69. The 12 months FREE annual cover must be renewed on an annual basis

Contact details for RMT

The trade union officials below are responsible for covering the UK so if you have a question, a query, you want to join RMT or you want to become more active in organising within the small vessel sector then please get in contact.

Daren Ireland (West coast) d.ireland@rmt.org.uk / 07817 037019

Gaz Jackson (East Coast) g.jackson@rmt.org.uk / 07830 781752

Jake Molloy (Scotland) j.molloy@rmt.org.uk / 07711 359705

Darren Procter (South Coast) d.procter@rmt.org.uk / 07949 246219

Accident Onboard?

For any RMT member who has an accident onboard a vessel, can we remind you to ensure that the accident is logged ASAP and you get copies of any documentation and photographic evidence. Should you decide to take a legal claim against your employer this evidence would give you the best opportunity of success. Without such evidence and documentation your case would prove difficult for our legal teams.

Apprentices

The RMT is concerned about the level of investment into apprentices across all aspects of the Maritime sector and we have requested that apprenticeship targets should be linked to the tendering process with the Crown estate. Whenever apprenticeships are spoken about within the renewables sector it is aimed at the land based jobs and does not take into consideration seafarers in all areas of the renewables supply chain. RMT has raised this issue in various forums including with the Shipping Minister Robert Courts and various other shipping & renewables forums.

RMT is also concerned by recent reports of apprentices having STCW certification held by employers. If you have any evidence of this or concerns surrounding Apprenticeship training then get in contact with our policy department at RMT who can be contacted on **d.crimes@rmt.org.uk**

CONTACT DETAILS

All RMT members need to ensure that if you change employer, change jobs, change mobile numbers, change your email address etc you inform head office. If we don't have your correct details on file then we will be ineffective in our communication to you.

If you do not receive texts from RMT – we do not have your correct mobile number.

If you do not receive RMT news at home – we do not have your correct home address.

If you do not receive emails from RMT – we do not have your correct emails address.

Contact RMT Head office on 0800 376 3706, use the app or log on to the website to update your personal details.

Not Yet a Member of RMT?

If you have not yet joined RMT we hope that after reading this publication you will recognise the relevance of the issues contained above and equally recognise that those working within the CTV/Workboat sector need a union that will act as the voice of workers, that will raise the issues with clients and employers alike, that will campaign for dignity and respect for those working within the sector. Without an active trade union campaigning on your behalf will employment in the sector improve? You can simply Click on the QR code below to join the trade union of choice in your sector. Don't hesitate, join today and encourage your colleagues to do so too!

**Scan the QR Code to join RMT or visit
www.rmt.org.uk/join**



**RMT – THE UNION OF CHOICE
IN THE CTV/WORKBOAT SECTOR**