

RMT *news*

Essential reading for today's transport worker



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TUBE CLEANERS WIN!



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**RMT CONTRIBUTIONS FROZEN FOR 6 MONTHS
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www.rmt.org.uk

WORKING FOR YOU

RMT membership helps you at work and saves you money

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

COLLECTIVE BARGAINING

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

CAMPAIGNING

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

PERSONAL INJURIES

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

INDUSTRIAL DISEASES

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

EMPLOYMENT TRIBUNALS

Should a member find themselves unfairly

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

ACCIDENT BENEFIT

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

RETIREMENT BENEFIT

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

TAX AND WILL PREPARATION

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

DEMOTION COMPENSATION

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

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

ORPHAN FUND

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

RMT CREDIT UNION

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

ONLINE SHOPPING DISCOUNTS

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

FINES POOL

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

BEREAVEMENT BENEFIT

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

CASHBACK PREPAID CARD

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

FREE £5,000 ACCIDENTAL DEATH COVER

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

HEALTH CASH PLAN

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

Join RMT by visiting www.rmt.org.uk

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CROSSWORD

EDITORIAL



IN IT TO WIN IT

After a long-fought battle cleaners on the tube network have won travel facilities from April. Hard-won victories like these show us that only through struggle do we make the gains our members deserve.

Many of you are not only taking strike action this month but are also being re-balloted due to the anti-trade union laws that exist in this country. We are re-balloting members on Network Rail, the train operating companies and London Underground as well as the largest ever ballot of cleaners by this union.

The law requires your union to ballot you again and there must be a 50 per cent turnout. Therefore, this is your chance to keep up the pressure on the employers. Network Rail is currently only offering nearly 2,000 jobs losses and ripping up terms and conditions in return for a lousy three-year pay offer that represents a real term pay cut.

The TOCs are offering just two per cent when inflation is running at nearly 13 per cent in return for shutting ticket offices, attacking the role of the guard, removing catering grades, seven-day working, dilution of pensions, tearing up employment contracts and introducing fire and rehire.

On the tube Transport for London wants to double pension contributions, reduce payments and raise the retirement age. This is on top of millions of pounds of cuts including job cuts and other cost-cutting plans including less maintenance and not filling vacancies.

Cleaners on a record number of companies are being balloted for decent pay, travel facilities and pension rights.

If we do not resist these plans and fight for something better, we will see the erosion of our hard-won rights at work and we have seen what employers can do with the sacking of 800 P&O workers and their replacement with cheap agency workers. We cannot allow that to happen on the railways.

There has been a huge outpouring of public support for our campaigns which include support for picket lines and spontaneous demonstrations up and down the country.

I would also like to thank the cultural figures that put together the song and video 'Enough is Enough'. They have donated their talents completely free in order to raise money for RMT's dispute fund. This generous gesture further underlines the massive levels of support we are getting, despite the media, so a big thank you to them and all those putting on events to highlight our fight. Keep up the good work.

In the meantime, this wretched government without a mandate is not only blocking settlements in these disputes but also trying to effectively outlaw strike action in its drive to make the working class pay for this economic crisis we are all in. It is time for them to go and call a general election.

We welcome the Labour Party committing itself to public ownership of the railways. Tackling the greed and inefficiency of the private sector in public services should be a key priority for the next Labour government. And the trade union movement will be on hand to make sure these labour movement values are delivered for working people.

RMT News is compiled and originated by National Union of Rail, Maritime & Transport Workers, Unity House, 39 Chalton Street, London NW1 1JD. Tel: 020 7387 4771. Fax: 020 7529 8808. e-mail bdenny@rmt.org.uk The information contained in this publication is believed to be correct but cannot be guaranteed. All rights reserved. RMT News is designed by Bighand Creative and printed by Leycol Printers. General editor: Mick Lynch. Managing editor: Brian Denny. No part of this document may be reproduced without prior written approval of RMT. No liability is accepted for any errors or omissions. Copyright RMT 2016

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

STRIKE!



Co-ordinated RMT action on Network Rail, train operating companies, London Underground and Overground

RMT will take coordinated strike action this month across the rail and tube networks against low pay and cuts to jobs and services.

Three days of action were announced at Network Rail after the company attempted to impose drastic changes in working practices on their staff. Members on the train operating companies in the dispute will take action for two days.

In separate disputes on London Underground and Overground networks (Arriva Rail London), RMT members will take strike action on November 10.

Following intense negotiations there had been

an agreement where Network Rail would commit to an improved offer on pay and working towards a negotiated settlement. However, in a dramatic U-turn, Network Rail bosses reneged on their promises of an improved pay offer and sought to impose job cuts, more unsocial hours and detrimental changes to rosters.

In a crass attempt to cut the union out of national negotiations, Network Rail wrote directly to staff undermining delicate talks and have tried to rehash a previous deal that RMT had categorically rejected.

RMT general secretary Mick Lynch said that the union was

still negotiating to avoid redundancies and cuts to maintenance work before tackling pay and the dishonesty of Network Rail bosses had reached a new low.

"On the one hand they were telling our negotiators that they were prepared to do a deal while planning to torpedo negotiations by imposing unacceptable changes to our members terms and conditions.

"Our members are livid with these duplicitous tactics, and they will now respond in kind with sustained strike action," he said.

He said that the only offer the RMT had received from

Network Rail was effectively an eight per cent rise over three years rather than two, with inflation currently nearly 13 per cent – and something the industry "knew was not going to fly".

Speaking to MPs on the Commons transport select committee last month, Mick Lynch also said that the train operators had not improved their offer in 18 months and had no incentive to increase pay to avoid strikes in a "corrupt system".

He pointed out that the train companies did not lose money during strikes, only the staff, as they were protected by the Department for Transport contracts.

"They suffer no loss and the DFT and Treasury pays them ... That's why we believe they are taking so long to come up with proposals," he said.

Grilled by MPs that the union was resisting change, he said: "The railway does need fundamental change, but it's not the one that the railway companies are seeking.

"We need a railway that runs in the interests of the people and the interests of the economy and the environment not in the interests of First Group and others," he said, referring to the owners of Avanti West Coast.

RMT workers on London Overground and London Underground will also go ahead against jobs cuts, attacks on pensions, low pay and the imposition of working practices.

RMT members voted overwhelmingly for strike action after rejecting a below inflation pay offer and negotiations with Tube employers have failed to make any progress on cuts imposed by the government.

Mick Lynch said that London Overground and Underground workers were determined to protect their

pensions, secure a decent pay rise, job security and good working conditions.

"This government-led assault on staff will be disastrous as no other comparable urban transport system in the world operates without financial support from central government to ensure good and reliable services.

"The government needs to stop trying to get services on the cheap by slashing jobs and wages and invest in what should be a world class transport network," he said.

Re-ballot

The union is currently re-

balloting rail and tube members as the anti-trade union laws requires RMT to ballot its members again and there must be a 50 per cent turnout.

"Don't forget to vote as this is your chance to keep up the pressure on the employers and a government that wants to strip out staff from the rail network, close ticket offices and cut maintenance and service levels in the relentless drive for profit.

"Together we can win but you need to vote as soon as you receive your ballot paper," he said. ■



THE NEW SLAVERY BILL

Trade union movement slams Tory Bill to effectively outlaw strike action in the transport sector

RMT has slammed new "autocratic" anti-union laws designed to end effective industrial action on the railways.

Legislation known as the Minimum Service Levels Bill is being put forward by the government focused solely on the railways and legally preventing workers from having the right to withdraw their labour.

Amongst the new raft of threats being levelled at RMT members includes:

Unions will lose legal

protections from damages if minimum service is not delivered

Specified workers who still take strike action will lose their protection from automatic unfair dismissal.

RMT general secretary Mick Lynch said that this cynical piece of legislation outlawed effective legal industrial action on the railways.

"It is an autocratic move from an increasingly despotic and rudderless Tory government.

"All democrats whether

inside or outside parliament must oppose this draconian attempt to clamp down on the fundamental human right to strike.

"RMT and the entire trade union movement will not accept unjust anti-union laws and I call upon all workers in Britain to mount the fiercest civil resistance possible, in the proud traditions of the chartists and suffragettes," he said.

TUC general secretary Frances O'Grady said that the Tory government was trying to

distract from their failure by picking a fight with unions.

"The right to strike is crucial in a free society and threatening the right to strike tilts the balance in the workplace too far towards the employers. And it means workers can't stand up for decent services and safety at work – or defend their jobs or pay.

"We will fight these unfair and unworkable proposals to undermine unions and undermine the right to strike and we will win," she said. ■

BALLOTS AT BALFOUR BEATTY AND ALSTOM

Union calls for a yes vote for industrial action against low pay at the two contractors

RMT is balloting Alstom Transport members on several fleet maintenance contracts following the refusal of the company to offer an acceptable pay award as part of the 2022 pay negotiations on the following contracts:

- **Aventura Contract (Ilford, Old Oak Common & Willesden Depots)**
- **Heavy Maintenance Contract (Ilford Depot)**
- **Avanti West Coast Contract**

The company has only tabled a derisory offer of four per cent increase applicable from last April while members have worked tirelessly throughout the pandemic to maintain operations in often difficult circumstances contributing to strong performance levels for the company.

Whilst the company's intransigence on pay is bad enough it is more galling for members struggling with a crippling cost-of-living crisis to learn from its latest accounts that Alstom continues its financial success story:

- Company turnover was £442.2 million in its latest accounts
- Total Equity increased to

£360.5 million an increase of £9.9 million on the year previous

- In 2021/22 Alstom's CEO and chair was awarded remuneration worth £1.8 million.
- In addition, performance shares were granted during the year worth £2 million.
- Dividends of £58 million were paid during this period, an increase of £10 million on the previous year a £48 million increase or 480 per cent.

BALFOUR BEATTY

The union is also balloting Balfour Beatty Rail Plant members working on infrastructure contracts following a derisory five per cent offer which was resoundingly rejected by RMT members:

- This low pay offer is all the more galling for members struggling with a crippling cost-of-living crisis to learn that Balfour Beatty continues its financial success story.
- The company's latest accounts show that during this period the company's revenue was £8.26 billion. Profit for the year was £139



million an increase of £109 million on the previous year or 363 per cent.

- The highest paid Director received total pay and benefits of nearly £3m an increase of nearly £700,000 on the previous year or 31 per cent.
- During the year £29 million was paid out to shareholders.

RMT general secretary Mick

Lynch said that the union was determined to achieve a just and fair award for its members and it is obvious that from the above that it is easily affordable for the company.

"Unfortunately, these contractors have chosen to ignore these facts and RMT has no other option to proceed with a ballot to protect your interests," he told members.



Avanti liverpool

AVANTI WEST COAST STRIKE

Train managers on Avanti West Coast are continuing with 24-hour strike action over the imposition of rosters.

Avanti bosses have claimed that imposing rosters was to prevent cancellations. However, the company is in such dire straits that it has slashed services and left staff with poor morale.

Controversially the stricken company has had its contract renewed on the West Coast mainline despite its appalling track record running the franchise.

RMT general secretary Mick Lynch said that Avanti were one of the worst operators that the union had ever tried to negotiate with.

"They have treated our members appallingly and this strike action is the culmination of months of neglect and a strong response to the arrogance bosses have shown.

"Avanti should never have been given any extension to their franchise contract for all the chaos they have caused passengers.

"And their contempt of their staff is part and parcel of their disastrous approach," he said.



Avanti Edinburgh Waverley



Avanti Holyhead North Wales - Ynys Mon



Avanti Wolverhampton



Avanti Manchester Piccadilly

TUBE CLEANERS' TRAVEL WIN!

After a long union campaign over 2,000 outsourced tube cleaners win free travel

RMT has welcomed the news that heroic cleaners on London's tube network will receive free travel on Transport for London services from April.

Following a long campaign fought by the union, London Mayor Sadiq Khan announced that the cleaners, who are outsourced to US company ABM, will finally get the free travel given to directly employed Transport for London staff.

The mayor has also asked TfL to look into making sure the cleaners get sick pay and

to assess whether they can finally be brought in-house in April 2023.

RMT general secretary Mick Lynch warmly welcomed the news which was a victory for RMT campaigning and a big step forward in the union's campaign to win justice for London's tube cleaners.

"For years, we've been pointing to the rank injustices in the way these heroic cleaners are treated and we've fought to get them a better deal.

"What Sadiq Khan has done here is exactly what a

Labour Mayor should do and we'll be redoubling our efforts now to make sure we finally put an end to the scourge of outsourced Tube cleaning and get cleaners brought in-house in April," he said.

RMT has fought a long, hard campaign for London's 2,000 outsourced tube cleaners to get better pay and conditions and for TfL to bring them into direct employment, winning support from across the labour movement.

When RMT assistant general secretary John Leach was London regional organiser

he met Mayor Khan soon after he was elected in 2016 and told him that RMT would never rest until we had equality and justice for all contractors including cleaners.

"We told him the need for staff travel to be provided to all as well as good wages and pensions and sick pay.

"The provision of staff travel for all is a great step in the right direction and the hard work of our ABM cleaner activists and supporters in RMT has delivered- the fight goes on," he said. ■



FAIR PAY FOR FIRST SOUTH WEST BUS WORKERS



Bus workers take strike action in Cornwall and Somerset over pay

RMT members working on First South West buses in Somerset, and Cornwall are continuing with 24-hour strike action for better pay and conditions.

First Group workers are angry that many of them are only paid just over £11 an hour and that bosses only offered a small uprate to £12 an hour over an 18-month period.

Yet the company paid out £500 million to shareholders in 2021/22 and has an operating profit of £226 million.

RMT general secretary Mick Lynch said that such key transport workers were being treated abysmally by a highly profitable company that could easily pay them a decent wage.

"It is in the public interest in Somerset, Cornwall and across the country to see bus workers paid well so people do not leave the industry creating chronic shortages in bus services.

"We urge First Group to come to a negotiated settlement with the RMT and we continue our industrial campaign until we achieve pay justice," he said.

RMT was left with no other option than to commence an

industrial action of its First South West members following the refusal of the company to offer an acceptable pay award as part of the 2022 pay negotiations.

Following a series of meetings, the company tabled the following derisory offer, which included moving the pay anniversary date to next August to save the company even more money, but this was rejected by RMT members.

The company's intransigence on pay was all the more galling for members struggling with a crippling cost-of-living crisis to learn that First Group continues its financial success story.

The company's latest accounts show that during the first year of the pandemic, First South West made a profit before tax of £3.5 million, which is double the year before.

FirstBus (South) Ltd the immediate parent company made a profit of £23.4 million in the same year. The owning company First Group PLC made a profit from its bus business of £45m last year, an increase of nearly £10m from the year before. Moreover, the CEO of First Group took home a pay packet of more than £2

million last year.

RMT remains determined to achieve a just and fair award for its members, and it is obvious that from the above that it is easily affordable for

the company. The union remains available for negotiations at any stage to resolve this dispute, but it demands Fair Pay for First South West. ■



PICKET: RMT Atalian Servest cleaners strike picket line outside the Alstom train care depot at Manchester Longsight- the message was clear from picket lines from London (Wembley and Euston) through the Midlands to Birmingham, Wolverhampton and Oxley up to Crewe, Liverpool and Edgehill - Manchester and Longsight - to Preston, Carlisle, Glasgow Central and Polmadie.



AVANTI WEST COAST CLEANERS ON STRIKE

Picket lines organised across the country against low pay

RMT members in cleaning grades on Avanti West Coast services took 24 hours of strike action last month in the fight over low wages and lack of sick pay.

Atalian Servest runs the contract and is refusing the union's reasonable demands for a decent wage rise and sick pay for hard working cleaners.

RMT pickets were held outside the Alstom train care depot at Liverpool Edge Hill and in London at Wembley and Euston and through the Midlands to Birmingham, Wolverhampton and Oxley up to Crewe, Liverpool and Edgehill - Manchester and Longsight - to Preston, Carlisle, Glasgow Central and Polmadie.

Currently cleaners on the

contract receive as little as £9.90 an hour and no company sick pay. This is despite the fact that Atalian Servest has paid over £15 million in dividends to its French owners in 2020/21.

RMT general secretary Mick Lynch said that cleaners were rightly hailed as heroes and key workers during the Covid pandemic.

"Yet our members are languishing on poverty wages while the company they work for rakes in the revenues for shareholders.

"RMT is calling time on all cleaning contractors who exploit their staff, and we are stepping up to the plate to take firm action in defence of these key railway workers," he said. ■



Crewe



BIGGEST EVER CLEANERS BALLOT

RMT is balloting cleaners across the country who work for Atalian Servest, Bidvest Noonan, Churchill, ISS and Mitie for strike action and Industrial action short of strike action.

The union is seeking the following demands a pay increase to £15 an hour, proper sick pay, travel facilities and a decent pension for all.

RMT general secretary Mick Lynch said that cleaners on the railway network had been

described as heroes who put themselves on the line during the pandemic but now wages were falling while bosses' profits are soaring.

"This is our biggest ever campaign for cleaning grades and this is a chance to push for justice for cleaners.

"To make the ballot valid we need a big YES vote and the anti-trade union laws requires a 50 per cent turnout of RMT members, so it is important to vote," he said. ■

VOTE YES

YES

for Strike Action and Industrial Action Short of Strike Action

RMT is balloting cleaners across the country who work for Atalian Servest, Bidvest Noonan, Churchill, Carlisle and Mitie.

Help your Union win the following demands...

- ✓ A pay increase to £15 an hour
- ✓ Proper Sick Pay
- ✓ FREE Travel facilities
- ✓ A decent pension for all

You are heroes who put yourselves on the line during the pandemic and now your wages are falling while your bosses' profits are rising.

This is our biggest ever campaign for cleaning grades.
This is your chance to push for Justice for Cleaners.

USE YOUR VOTE...

To make the ballot valid we need a big YES vote AND the law requires a 50% turnout of RMT members on your contract.

VOTE EARLY ... VOTE YES!

If you have not received a ballot paper by Monday 7th November email info@rmt.org.uk or call 0800 376 3706



RM T delegates join others in setting out a fighting trade union agenda at the annual TUC Congress in Brighton in the face of an escalating cost of living crisis engulfing the country.

A strong agenda passed motions on the unlawful P&O sackings, repealing the anti-trade union laws and putting contracted out cleaners' centre stage.

Moving an unanimously backed motion on the P&O scandal, RMT general secretary Mick Lynch thanked the entire movement for its support of maritime members mercilessly sacked by DP world bosses.

"I want thank the entire movement for the support you gave us and that includes Keir Starmer and the Labour front bench, the work they did in the Commons and the campaign work done in the media".

He went on to call for the scrapping of all anti-trade union legislation and for a shift in balance of the economy in favour of workers.

"We had everyone on our side on that dispute, but we didn't win it because the laws in this country are anti worker,

anti-trade union and pro-boss. That's what they are designed to be.

"Workers' rights are human rights and we will not allow them to be suppressed," he said.

Invoking the memory of the Tolpuddle Martyrs, Chartists and the Suffragettes, Mr Lynch added: "We demand freedom.

"We demand it of every politician, that workers are free to bargain collectively on our own rules and our own constitution, not laws laid down by the Tories.

"We demand our right to campaign and our right to strike. We will strike no matter what the hurdles they put in front of us. And we will get out on to the streets," he said

RMT has launched a national ballot of contracted out cleaning grades across the country and the union was keen to highlight the issue at TUC.

Taking on the contractors

In a packed fringe meeting with speakers from GMB and RMT lay reps, assistant general secretary Eddie Dempsey talked about how the union would take on the contractors.

"We think employers who are making millions in profit off

the back of people's work, we believe you have responsibilities to that person and they have to right to demand a decent standard of living, safe workplaces, a sick pay scheme, travel benefits and anything else, directly employed workers enjoy."

But he highlighted problems in dealing with these contracting out companies who would often "pass the book" on to overarching economic employer who uses their services.

"When we get into negotiations with these companies, what they say is we can't give you any money. That is down to our client. And when you go to see the client company, they say - 'I don't know why you have come to us we do not employ these people. They are employed by the contractor'.

"Our RMT strategy is to target people at the top of the food chain and it is the people sitting on top of those supply chains who are responsible".

Mr Dempsey warned that the union would use strike action as well as "occupations and demonstrations".

Looking ahead to the ballot of all contracted out cleaners,

Mr Dempsey added: "We have to bring as many workers who are sub-contracted out in strike together at once, to prevent them shifting workers around and making them scab on each other.

"We need to expose them for what they are doing which is robbing the workers, robbing the taxpayers and robbing the clients and there is a corrupt few people in these frameworks making an awful lot of money which we need to expose," he said.

Churchill cleaning rep Bella Fashola who has been a leading activist in taking strike action against the company said: "No one can live on the wages we make and that's only getting worse now. Outsourcing has no place on our railways, and it's got to go," she said to applause.

The cost-of-living crisis has been affecting RMT members along with all workers this last year and the TUC unanimously backed a composite motion calling for inflation pay rises, an end to zero hours contracts and coordinated strike action between unions.

Mick Lynch told Congress: "We are the organised working class. And we must

lead the entire working class. I call on the TUC to put yourselves in the vanguard. People in the UK are ready for change.

"The support we have had on our picket lines has been tremendous. But we need a mass mobilisation of the working class. And reach into every village, every church, every temple, every mosque, every gurdwara, every synagogue - wherever our people are, we've got to be there with them.

"That's what a new deal for the working class means - galvanising mass support for strike action, public ownership and the redistribution of wealth."

An emergency motion responded to the new draconian Minimum Service Levels bill, designed to end effective strike action and keep the network operating with a certain level of staffing.

It stated that the government bill had "served to pour petrol on the fire of the rail dispute and such legislation will cause industrial relations chaos for years to come and resolved to "fight

this legislation and consider all means necessary to resist this attack on transport and other workers".

"They are going to conscript our members and Aslef, TSSA and Unite to go to work and break our own disputes and work with the employer to crush our own unions.

"It is compulsory work for striking workers and if we don't pick them out, whose going to work, we will be find astronomical amounts of money, our members could be fined from their own earnings, and they can be legitimately sacked.

"We need the reform of the anti-trade union laws and a robust opposition against draconian anti human legislation.

"And if the Labour front bench stand against this, they will have the full support of RMT and everyone across the movement.

"We will fight this government in parliament, in the workplace and on the streets, Mick Lynch told delegates.

WINNER: RMT rep Bella Fashola received the TUC Organising award at Congress 2022 in recognition of her outstanding work for cleaners.



RMT delegate Rupert Pickering

OFFICIAL RMT BRANDED MERCHANDISE



Show your support for the union.

Go to the RMT webshop on our website for more details.

Promote your branch, region and the union - call Pellacraft on 01623 636 602 if you have any queries.



ORSTED ENERGY WORKERS STRIKE

Union writes to Danish government to demand the offshore energy company deals with low pay

Offshore workers protested outside Orsted headquarters last month in a bid to end a pay dispute which has seen numerous days of strike action.

RMT members at Orsted, which is 51 per cent owned by the Danish government, rejected a paltry pay offer and are set to take further strike action unless management reverses its position.

An RMT member has also been subject to detrimental treatment by Orsted, after reporting health and safety concerns, which were subject to a health and safety executive investigation.

RMT general secretary Mick Lynch said that the obscene profits being made at Orsted revealed that this dispute could be settled if the company sat down with the union and negotiated in good faith.

"Instead, they are trying to shut out the RMT and our members will not stand for it.

"Orsted workers take pride in the vital work they do but

they will not be made poorer by a company that could give them a cost of living pay rise now," he said.

In a letter to the Danish government, which was handed to the Danish embassy, the union wrote:

"As you know, Ørsted is a success story in the offshore wind sector and my members are clearly committed to maintaining this record. Indeed, we note that the company recorded a profit of £644 million in the first quarter of this year, a staggering 257 per cent increase on Q1 in 2021 which is testimony to the hard work and commitment of Ørsted's workers, from the turbine technicians harnessing the elements in the Irish Sea to executives in Skærbæk.

"You will also be aware that workers and communities in the UK today, including my members at Ørsted are facing a particularly acute cost of living crisis due, in large part to record inflation rates and the extreme economic policies

of the current Conservative government.

"In these circumstances, it can have come as no surprise to anyone that my members overwhelmingly rejected Ørsted's derisory offer of a 3.5 per cent pay increase.

"We are extremely concerned at the disrespectful behaviour of management at Ørsted's facilities in Birkenhead, Grimsby, Barrow and Brightlingsea who are refusing to engage with RMT representatives following members' rejection of the pay offer, effectively triggering the

current dispute. We know from our comrades in the Danish trade unions that this sort of outrageous behaviour toward a trade union would simply not be tolerated in Denmark.

"Therefore, an intervention by Ministers in the Danish government to instruct Ørsted's management in the UK to engage with the RMT on this pay dispute would be welcome. I would appreciate your support in conveying this message to Ministers and senior Ørsted officials in Denmark," the letter said. ■



PROTEST: Handing letter collected by the Danish Embassy Commercial Counsellor

PROJECT NEPTUNE - A THREAT TO A PEOPLE'S CALMAC



Scottish government must back CalMac workers and communities and not serve up contracts to the likes of P&O Ferries

The knock-on political effects of the Scottish government's disastrous contract with Ferguson Marine for two new CalMac ferries are now becoming clear following the long-awaited publication of the 'Project Neptune' report.

The report by private consultants Ernst and Young was commissioned the Scottish government before the Holyrood elections last year. It covers all aspects of 'ferry governance' including privatisation and unbundling on the Clyde and Hebrides routes operated by RMT members at CalMac.

Some of the report's recommendations, like merging CalMac and CMAL make some sense after the spectacular ferry procurement failure but the report's authors serve the interests of those who would unbundle and privatise routes, not the

interests of ferry workers. This includes business interests on the CHFS network. Many of these local businesses have sought to co-opt passenger groups to demand control over their own routes, regardless of the impact on the terms and conditions of the hard-working CalMac staff who were everyone's heroes during the pandemic.

The Transport Minister, Jenny Gilruth MSP in her statement to the Scottish Parliament on Project Neptune said that "the central guiding principle" in reforming CHFS services is the consent of island communities and announced that Angus Campbell, chair of the ferries community board would lead further consultation work. There was no mention of trade unions being part of that work or the impact that this ceding of

power to local communities would have on collectively bargained terms and conditions.

In 2017, the Scottish government found that "local communities and stakeholders ... served by CalMac Ferries ... expressed a general preference for a direct award to an in-house operator." What has changed since then is the failure to deliver new ferries and RMT is absolutely clear that our members at CalMac will not pay any price for that failure.

The two ferries - originally scheduled for delivery on the Ardrossan-Brodick and Uig Triangle routes in 2018 - are still sitting in the shipyard £143 million over budget and now expected to run further over time and budget. The Holyrood intrigue is growing over why the Scottish Government awarded

Ferguson Marine this disastrous contract, but this does nothing for RMT members who face another winter season working on increasingly unreliable ferries that have become the political focus of opponents to public sector ferry services, not to mention increasing passenger frustration.

Public subsidy should always be used to secure the interests of passengers and transport workers, especially on Scotland's public ferry networks, where RMT is the biggest union. The Scottish government has a political choice to make - will it back CalMac workers and communities in delivering a positive people's CalMac or will it serve up the £900 million CHFS contract to the likes of P&O Ferries to bid for?



RIGHT TO TRAVEL



Gerrard Sables of Northern Devon Right to Travel reports on a local campaigning conference in Barnstaple last month

At the beginning of the reign of the late Queen Elizabeth II in 1952 there was a proper public transport network daily connecting towns and villages throughout Devon.

By the end of her reign this year there are now lots of communities now with grossly inadequate transport. Where I am writing this in North Devon there are 23 communities with parish councils with no bus service at all. Several villages have a single bus service a week, some have one a day, most have none on Sunday or after early evening. Seventy years ago, this was not the case as is shown in my copy of the ABC railway guide of July 1952.

A person could catch a train on a Sunday morning in Torrington to take them to Paddington. Today the railway station is a tourist attraction with no trains and there is no bus service on Sunday to anywhere. In villages like East Anstey and Molland where prior to the vandalism of the Beeching rail cuts from Monday to Saturday there were six daily train services, there is now a bus service on Thursday taking people to the market town of South Molton. One a week replaces six a day.

Nobody should be obliged to drive in order to get to work or study. Students living

in Bradworthy have to catch the bus at quarter past seven in the morning to return home at quarter past six in the evening. This service the 372 gets them to Bideford where they change for the 21 to get them to Petroc college in Barnstaple. It's a long day and there's nothing at the weekend to enable them to socialise with their fellow students.

Getting to hospital appointments, visiting the theatre, being at a sports event, meeting friends are things most take for granted

but for those who live in rural and even not so rural areas without transport it is more difficult. Lack of bus services disproportionately affects the disabled, the elderly, lone parents and those without means. Victims of domestic abuse are totally isolated without transport.

RMT members know about the steady cuts in services or the massive amounts paid out in dividends and CEO salaries and perks. European countries which are not as rich as ours have far better, cheaper and

more comfortable forms of public transport. In Ilfracombe the bus station was closed and so there is no longer a waiting room.

In Barnstaple the waiting room was closed during Covid and has not re-opened. Bus shelters leave a lot to be desired and there are so many bus stops without a shelter. It could and should be much better, preferably under public ownership and workers' control.

At the annual AGM of the regional council of South West



RIGHT TO TRAVEL: delegates at the Devon campaign

TUC both Taw & Torridge trades council and RMT put forward motions on this very issue and they were unanimously carried. The trades council resolution was seconded by the newly elected president of the National Pensioners Convention and RMT's motion was seconded by Aslef with delegates promising that these would not simply be motions but that they would take action.

In October 2019 Northern Devon Right to Travel was set up by a conference which included local councillors. Covid 19 and the restrictions got in the way but another conference was held last month in Barnstaple public library including workshops to work out a strategy. Every local councillor was invited and the trades council gave full support. £250 has been donated by a Unite branch and we are hoping for more from trade union bodies.

Getting our objectives of a fully comprehensive public transport system will need campaigning at local, county, regional and national levels. Trade unions representing transport workers need to be at the core of campaigns. Organisations representing the



CONGESTION: North Devon suffers from traffic congestion due to the lack of reliable public transport

elderly, disabled, lone parents and migrants should also be involved.

There needs to be links between local campaigns and perhaps there needs to be a national body formed to share best practice. This year we have seen the devastating results of man-made global warming affecting climate change. A transport system which relies on the privately owned motor car and the juggernaut lorry contributes greatly to damage to our environment.

The evidence in this article is about the area of Devon covered by North Devon and

Torridge district councils, an area where the Labour Party and the trade union movement is weak.

It has narrow winding roads, quaint villages and beautiful scenery. Sixty years ago, holidaymakers could catch a train to Ilfracombe, Torrington, South Molton or Bideford and find a bus service which would let them visit the beauty spots which abound hereabouts. Those railway stations are all gone and so people either come down in cars to places not designed for so much traffic with all the stress and danger that this involves or they take a holiday somewhere

else. A fully comprehensive affordable public transport network would be good for the hospitality industry enabling guests and those who work in it to have stress free travel.

I am certain that my area of Devon is not unique and that many places in the UK suffer from the same lack of planning which has created a situation that is inconvenient for many and absolutely misery for others.

Please contact Gerrard Sables gerrard.sables@phonecoop.coop for further details.

RMT CONTRIBUTIONS FROZEN FOR SIX MONTHS!

The union has decided that due to the current economic situation and the continued pay freeze that many members have been subjected to that the contribution rates will not be incremented by the September RPI figure of 12.6 per cent.

As a result, the contribution rate will be frozen for a period of six months from January 1 2023.

RMT general secretary Mick Lynch said that the union would keep the matter under constant review and a decision on any increase was deferred until the middle

of 2023.

"We appreciate that the current economic climate means hard times for members.

"That is why we find ourselves fighting on many fronts in defence of jobs, pay and working conditions.

"Therefore, the union has taken a bold step to keep the current rates of membership the same for at least the next eight months or so. We will of course keep you informed but the important thing is to remain in RMT membership to ensure you have protection at work," he said.



RUNNING COSTS

Dr Mike Esbester reveals new database detailing accidents at work stretching back over a hundred years

For most of the last 200 years there has been little public interest in staff safety on the railways.

That means many tens of thousands of workers were injured or even killed whilst doing their jobs and they were simply seen as part of the price of keeping the railway network moving. They were very literally running costs. Many of these men and women led ordinary lives and left little trace in the history books. You'd struggle to find out much about them – until now.

The 'Railway Work, Life & Death' project has just made it easier to find out more about some of the railway staff who were involved in an incident at work on Britain and Ireland's railways before 1939. Our excellent volunteer teams have been busy transcribing official accident investigation reports, produced by the Railway Inspectorate at the time. They tell us what was going on, who was involved, where and

when.

We've just added a further 16,000 casualties to our project database, bringing the total to around 21,000 individuals.

Our project wants to make sure these, and many more, railway workers who were injured or killed whilst doing their jobs are remembered. We're a collaboration, between the University of Portsmouth, the National Railway Museum and the Modern Records Centre at the University of Warwick (MRC). The MRC holds the RMT's archives – some of which we'll be bringing into the project in the future, thanks to RMT support.

We see key issues through the incidents in the cases: organisational change, like the merging of 120 companies into the 'Big Four' in 1923; pressure on workloads and time allowed to do jobs; bigger and faster machines being introduced into a system not designed for them;



Comment on the impact of the Second World War upon working practices, from the Railway Review of June 18, 1943.

the use of sub-contractors; the very different safety culture – better described as an ‘accident culture’ – of the time; and the role that economics played, with decisions taken on the basis of cost and profit-maximising.

We find women and men; aged from seven to 82; across the UK – with some from beyond our shores, too. There are staff who were disabled from an earlier incident who went on to have been involved in another case, as well as those who suffered life-changing injuries the only time they were hurt in the workplace. The World Wars also appear, with changing working conditions, like the blackout or long hours of work, leading to problems. There are cases from all grades, from labourers and loco drivers to clerks and station masters. And we see what employees were actually doing – in many cases, what they had to, to get the work done in time.

Some of those who appear have already written about for RMT News.

These were relatively large-scale incidents. More typical were the cases which injured or killed a single worker – like 22-year old London, Midland and Scottish Railway porter Robert Hughes, injured at Ruthin, Wales. On March 31, 1924 he used a coupling pole to release the brakes of a wagon, but the pole snapped and he was thrown under the wagon’s wheels. As a result, he lost both his legs.

Or wagon greaser W Younger, age 70, injured on February 11, 1908 during his 12-hour shift. Working in the south sidings at Greenock, Scotland, on the Glasgow and South Western Railway, he was checking grease in wagon axle boxes. This meant he was alongside trains moving on other lines – including the one that hit his

grease can, causing him to fall. On his way down he hit his head on the axle box. Fortunately, he was only injured.

A great many of these workers will have been members of the National Union of Railwaymen (NUR), one of the RMT’s predecessor unions. That includes 23-year old Elsie Bentley. She joined the NUR in June 1918 recorded in the register as a greaser on the Lancashire and Yorkshire Railway, joining the NUR Bury branch.

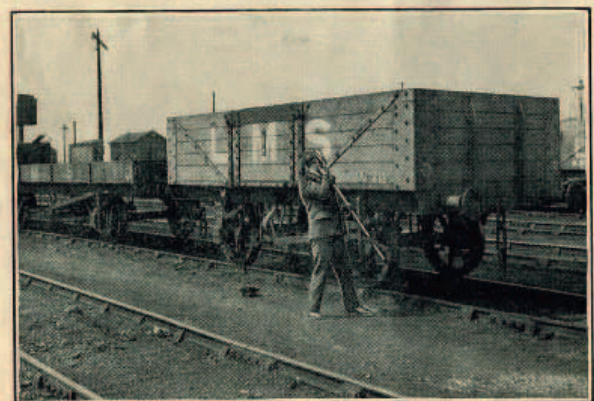
In common with most of the women who joined at the same time, she left the union in 1920 – no doubt she was forced to leave, as the old rules forbidding women members were resumed. We see here again in our project when she was injured at Manchester Victoria station, climbing on top of a carriage roof to clean and light the carriage roof lamps. She slipped and was bruised. Tellingly, the state accident investigator noted in his report that he believed women shouldn’t be employed on such tasks!

Crucially, our project shows the individuals hurt at work. Each person had a family, workmates, and a community. Our work helps us to remember each and every one of these people. We can tell their official stories via the investigation report. That doesn’t give us the complete picture, though: what about the unofficial stories, that their families and workmates might tell? We want to find out more about those too.

As ever, our thanks to RMT for its support for our project – and to you, for your interest. Please have a look at what we’ve put together – all available free, on our website <https://www.railwayaccidents.port.ac.uk/>

THE SHUNTING POLE.

The shunting pole is intended only for coupling and uncoupling vehicles and should not be used for any other purpose. The photograph reproduced below shows what happened when the pole was used as a brake lever.



This illustrates another case in which an attempt to use a pole as a brake lever resulted in injury, the pole being caught between the wheel spokes.

12

Posed 1930s accident prevention image.



Passing between Vehicle and Wall of Shed—DANGEROUS.
(See Instruction No. 14.)

Posed London & North Western Railway accident prevention image, c.1918, showing one of the dangers of goods working.



SAFETY FIRST

Don't stay silent on safety in times of change

RMT works with the Confidential Incident Reporting and Analysis Service (CIRAS) to make sure staff feel able to talk about workplace abuse. RMT Health and Safety Officer Jonathan Havard has also taken up a seat on the CIRAS executive.

RMT and CIRAS have developed a positive and constructive working relationship and agree that safety is for life: it protects lives. But even when companies work to improve safety, there are still risks that could threaten the health and wellbeing of workers and others on work sites. Known risks can be mitigated or prevented. Hazards can be addressed. But what about those things no one knows about? Maybe you are aware of a safety issue but haven't told anyone yet.

There could be many reasons you haven't raised your health and safety concerns. Maybe you don't know who to tell or how. You might think there's no point: no one listens anyway, you decide – and perhaps you are basing this on experience, such as with previous employers. Maybe you've been too busy to report it. Or you're worried about how managers or colleagues could react. But in all these instances, nothing gets done and the safety

concern is still there.

That's the issue. If you don't speak up about something, who will? You might be the only one to have noticed a problem. If there's an accident because of it, this could stay on your mind.

If you are not comfortable using your company's reporting channels or would prefer not to raise it, or you just want to report a concern without your managers or colleagues knowing who raised it, then CIRAS offers you an alternative: a confidential reporting service.

You can raise concerns through CIRAS for any company – not just your employer. CIRAS will pass your concerns – confidentially – to the relevant company, so that it can act on them without knowing who you are. CIRAS shares the company's response

and actions with you, so you will find out what happened because you spoke up.

CIRAS also shares broad information about the types of concern that people are raising – without anyone who has raised a concern being identifiable in any way. This helps to show trends in safety issues from all perspectives, building a better picture of what's really happening.

Change is constant, and it comes with risk and potential safety issues. New equipment or technology can bring improvements to ways of working but may present new hazards while people are learning about them.

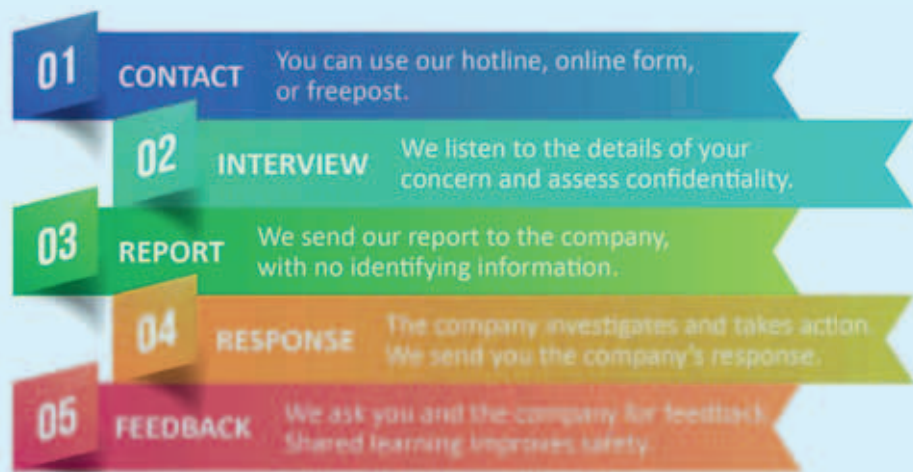
Changes to the structure or size of a team, how a team communicates with other business areas, a new management reporting line, or a change in rules, processes

and procedures – these can all lead to risks.

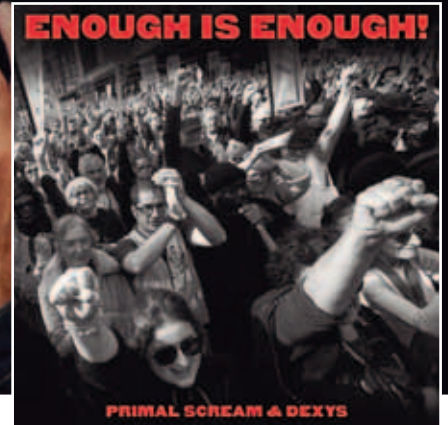
Other risks might come from people not fully understanding what has changed, especially if it is not communicated effectively.

Sometimes there's a risk if something doesn't change when it should, such as old equipment being used when it is known to be unsuitable for a task or used in a way it shouldn't be. A safer choice or upgrade may be available.

Whatever it is that makes you feel less safe, speak up in the way that's best for you – just make sure people know about it. With change ongoing in the rail industry especially – but also across transport and wider society – there may be unexpected safety issues. Be vigilant, keep your eyes and ears open – and speak up.



ENOUGH IS ENOUGH!



Dexys frontman Kevin Rowland talks to RMT News about his support for union's fight for workplace justice

Trade unionism and the fight for social justice is in Kevin Rowland's DNA, growing up on socialist novels like the *Ragged Trousered Philanthropists* and involved with labour movement campaigns from an early age.

And, after providing us with some of the greatest musical moments of our lives, his empathy with the working class has not dimmed a jot in the intervening years.

Inspired by RMT's battle for fair pay and against job cuts and services, he joined up with his friends Primal Scream's Bobby Gillespie and Andrew Innes, fellow bandmate Sean Read, plus Jesus and Mary Chain bassist Douglas Hart to produce a song and video in support of the union.

They also invited RMT general secretary Mick Lynch to make a guest appearance on the track with some of his now famous one liners.

They finished their song '*Enough is Enough*' to highlight support for rail workers and against Tory

austerity and generously handed it to the union to sell in support of the union's dispute fund. It is now available on Bandcamp to download.

The man who gave us hits like '*Come On, Eileen*', '*Jackie Wilson Said*' and '*Geno*', has always challenged listeners to think outside the cultural box from the blistering first album *Searching for the Young Soul Rebels* through to *Too-Rye-Ay* and the neglected masterpiece, *Don't Stand Me Down*.

Today he says that RMT's battle for workplace justice had been an inspiration for millions of people.

"RMT has been leading the way on behalf of working people and now other unions are joining the fight against low pay and this government that is trying to screw working people into the ground," he told the media.

He also remains unashamedly defiant about the state of Britain while remaining profoundly down-to-Earth.

"I can't watch a lot of political programmes as it looks a lot like play acting to me as much of the debate is meaningless to working people.

"While the political class have their little narrow debates, it is clear to millions that something is very wrong when millionaires get ever richer while workers are told to expect endless pay cuts.

"As we say in the song the media sets out to confuse people with lies and divide us with side issues like Brexit and culture wars while all we really get is austerity and cuts," he says in his usual urbane manner.

He says that RMT's performance in the media and on social media platforms alike has left the establishment and its mouthpieces in a state of shock.

"RMT's matter-of-fact approach has not only frightened official media pundits, it really has made millions sit up and take notice and say: 'that's what I think'.

"That is a very important cultural moment as change has to start somewhere and, of course, the media's car-crash interviews unsuccessfully trying to smear Mick Lynch are already legendary.

"We are all very proud to stand with you," he says.



FUNDRAISER: You can buy *Enough is Enough!* at [Bandcamp.com](https://www.bandcamp.com) and see the video on RMT's Youtube channel.

ELECTIONS

Ballot papers will be issued during the week commencing Monday October 31. The elections close on Monday December 5.

NATIONAL EXECUTIVE COMMITTEE – REGION 6 (MIDLANDS)

Jasbint BREYAL (Derby Rail & Engineering Branch)

Nominations received: Birmingham Engineering; Burton on Trent No. 1; Derby Rail & Engineering; Leamington; Rugby No. 1; Solihull Hackney Drivers; South West Midlands; Walsall; Wolverhampton

Norah GRAHAM (Birmingham Rail Branch)

Nominations received: Birmingham Rail

Ted WOODLEY (Coventry No. 1 Branch)

Nominations received: Coventry No. 1; East Midland Central; Nuneaton

NATIONAL EXECUTIVE COMMITTEE – REGION 11 (LONDON TRANSPORT)

Carlos BARROS (Piccadilly & District West Branch)

Nominations received: Camden No. 3; Central Line East; Central Line West; Docklands Light Railway; East Ham; Finsbury Park; Hammersmith & City; LU Engineering; LU Fleet; Neasden; Piccadilly & District West

Daniel RANDALL (Bakerloo Line Branch)

Nominations received: Bakerloo Line; Jubilee South; Morden & Oval; TFL No. 1 & LU MATS Grades

NATIONAL EXECUTIVE COMMITTEE – REGION 12 (WESSEX)

Abolaji AWOSANYA (Waterloo Branch)

Nominations received: Poole & District Bus; Waterloo

Fraser SCOTT (Surrey & Hants Branch)

Nominations received: Andover & Salisbury Rail; Andover Bus; Basingstoke No. 1; Dorset Rail; Feltham; Lymington No. 1; Portsmouth; Ryde I.O.W; South Hants & Eastleigh Workshops; Surrey & Hants; Wimbledon

NATIONAL EXECUTIVE COMMITTEE – REGION M3 (NORTH)

David DOUGLAS (Aberdeen Shipping Branch)

Nominations received: Glasgow Shipping

Shaun McQUAID (Belfast Shipping Branch)

Nominations received: Belfast Shipping

REGIONAL ORGANISER – SOUTH WALES & WEST (REGION 7)

Brendan KELLY (Bristol Branch) Elected unopposed

Nominations received: Bristol; Cardiff No. 7; Cardiff Rail; Gloucester; Leominster & Hereford; Newport; Reading; Southall Ealing & Slough; Swansea No. 1

REGIONAL ORGANISER – SOUTH EAST (REGION 9)

John PARSONS (East Kent Branch)

Elected unopposed

Nominations received: Ashford No. 1; Chiltern Line; Dartford & District; Deptford; Dover District General Grades; Dover Shipping; East Kent; East Sussex Coastway; Hastings & Tonbridge Area; Medway & District General Grades; Orpington; Ramsgate Workshops; South London Rail

COMPENSATION

An RMT member was injured when leaving a taxi after being dropped off outside a train station. Whilst opening the boot of the taxi to take out her bag, the taxi driver pulled away quickly and without warning, causing the member to fall, landing on her

right wrist and both knees causing injury.

RMT's Solicitors put in a claim to the Defendant's insurance company. The Defendant denied liability and refused to negotiate a settlement. Given the denial our solicitors therefore

commenced court proceedings and progressed the claim through the County Court and the member's case was listed for trial for September this year.

Following the Defendants denial of liability RMT's solicitors commenced court proceedings on our member's behalf and successfully negotiated a settlement within days of the member's case

being heard by the court.

The total settlement figure was £10,185.25, which included the sum of £5,185.25 for repayable sick pay to our member's employer as agreed with our member and the member received £5,000. The settlement figure compensated the member for injury, losses and the effects on her personal and family life. ■

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

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

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- Industrial disease or illness, such as asbestos-related diseases
- Special funding terms for medical negligence claims
- Online basic wills services
- Special terms for conveyancing, probate and powers of attorney
- Employment law (accessed via your RMT representative).

Family members are also covered for:

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

Keep 100% of your compensation

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

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

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NOTTING HILL CARNIVAL 2022

Nathan Wallace of the union's black and ethnic committee hails the return of the Notting Hill Carnival and Black Pride

This year saw a return to the Notting Hill Carnival, the largest event of its kind in Europe, and Black Pride in August.

RMT commemorates the struggle that is the Notting Hill Carnival, that is an ongoing political protest and a call for diversity and anti-racism. There are those that are blissfully unaware of the roots of the Notting Hill Carnival and the protest that grew out of the political climate then. It is sad to state that today we live in an environment of increasing sophisticated racism and intolerance. We live in a generation of the Windrush Scandal and a hostile

environment.

A society in which refugees that are not 'politically white' and do not come from a Christian European country face deportation to an African country not of the refugees choosing. A society that will strip you of your citizenship and 'send you back' to your grandparents' country, regardless if you have ever been there, if you fall foul of the law.

Where some see costume and revelry others see politics and resistance. There are some that say Notting Hill Carnival should be or is devoid of politics. In the words of Dr Clare Holder in a recent

RMT event: "Notting Hill Carnival is born out of politics and struggle of black people and these struggles are commemorated and

celebrated brought together on the streets of Notting Hill".

She quoted the late great Darcus Howe who said: "Carnival is about people, no





one person started Carnival. Carnival is about people and where you find people that is where you will find politics and that is where you find life".

RMT had a smaller footprint in the 2022 Carnival insofar that our logos were on only one Masquerade Bands truck this year instead of the two "Mas" bands in 2019. However, we still maintained a sizable footprint and a sizeable banner displaying, "CUT PROFITS NOT JOBS AND SERVICES". The banner highlighted that the union was fighting for Reparations the five keystones being: Restitution, Compensation, Rehabilitation, Satisfaction and Guarantees of Non-Repetition.

The Notting Hill Carnival was attended by local boy done good RMT general secretary Mick Lynch. Our erudite President and working-class champion Alex Gordon also attended. Our NEC was in attendance along with rank-

and-file members including some retired members. Members met on both days in order to leaflet carnival goers. The Cut Profits Not Jobs and Services leaflet gained a positive response. Much of the positivity resonated from the positive performance by the general secretary in the media. The messages had a positive effect on the workers from the emergency services that were working the carnival.

BLACK PRIDE

The UK Black Pride event also returned to an in-person event for the first time since 2019 relocating to Queen Elizabeth Park Stratford after outgrowing other venues.

RMT displayed a number of campaigns at its stall. The static parade at Black Pride was an opportunity to give out leaflets, engage in conversation about the working-class struggle for members of varying

communities and network with other groups.

The stall was situated next to the Labour Party stall and various conversations were held with Labour party activists in regards of joining picket lines and general support for trade unions. The working-class community is multi-faceted and is in need of a party that represents them.

London Pride took place in July and previously Black Pride had taken place the day after. RMT has supported their members in both London Pride and Black Pride. Activists played a supportive role in both the parade and static events and good time was had by all.

UK Black Pride is the world's largest celebration of African, Asian, Latin American, Middle Eastern and Caribbean heritage LGBTQI+ people. Black Pride celebrates a range

of diversity that some may find intriguing, such as faith and the LGBTQI+ movement. Where in instead of being in conflict terms such as 'gay' and 'vicar' are not contradictory. For example, a quote by ordained priest of the Anglican Church of England, (a visitor to our equality conferences) states, "GAY stands for God Adores You". The Black family is given a focus in the Black Pride movement. The LGBTQI+ movement and the family are not mutually exclusive environments, rather families including but not exclusive to the nuclear family are explored. Under 16s are encouraged to be accompanied by an adult as is the norm in large gatherings such as these. The event encompassed a range of educational avenues as well as a performance stage. ■



BLACK HISTORY AT EUSTON

Members based at Euston station organised a drop-in session for Black History Month. RMT regional organiser Kathy Mazur and Mick Lynch are pictured with members Maurice Graver and Marvia Norman. Other members Paulette Ford, Victor Tafa and Jani were also involved in organising the annual event. ■

BURSTON 2022

RMT general secretary Mick Lynch addresses the annual Burston Strike School rally in Norfolk

The annual Burston Strike School rally each September celebrates what has become known as ‘the longest strike in history’.

During the spring of April 1914, the young pupils at the Burston village Council School walked out of their school building in protest at the sacking of their beloved teachers Tom and Kitty Higdon, who were being punished by the local gentry and church authorities for their pro-worker views. The strike and school boycott lasted for some 25 years.

The RMT brass band

entertained revellers before the annual march around the Norfolk village.

Mick Lynch said that the Higdon’s represented a tradition of education and struggle against tyranny and oppression.

“The trade union movement came together to build this wonderful schoolhouse which is now a museum to that fight.

“Today we are still fighting against those who would deny workers a living wage and slash jobs in the relentless drive for profits,” he said to applause. ■



SOUTHEND SOLIDARITY

RMT North Thames branch held a successful fundraiser for the union’s dispute fund last month featuring local musicians and DJs in sunny Southend-on-Sea.

Revellers at the packed Moonraker club in Westcliff heard RMT assistant general secretary Eddie Dempsey speak about the need for solidarity between workers against a Tory government that was determined to make the poorest pay for the cost-of-living crisis.

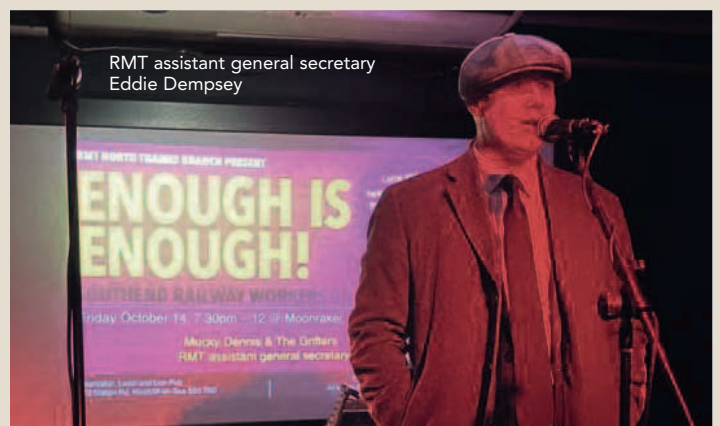
“We didn’t pick this fight with the employers, they came out fighting after Covid

determined to cut jobs, attack conditions and slash services all in the name of profits.

“This government and the employers have a clear strategy to take on the unions and we are here to say it’s not on,” he said to cheers.

Postal workers union CWU executive committee member Luke Elgar brought solidarity greetings from the picket lines.

“We stand with RMT, the nurses and all workers that have had enough of being treated like second class citizens by this rotten government,” he said. ■



President's column

RMT – READY FOR MORE TORIES

On Sunday 2 October RMT General Secretary, Mick Lynch and I joined thousands of noisy Brummie trade unionists, their families and friends in Birmingham's Victoria Square, for a joyful and occasionally hilarious protest rally against the Tory Party Conference taking place in their city.

As Jacob Rees-Mogg sauntered past flanked by two policemen, a protester shouted out "Egreder de Brum, you wazzock!", which is Latin for 'sling your hook, mate!'

Birmingham was the tipping point for a Tory party political meltdown, which saw Liz Truss become Britain's shortest-serving prime minister. Having sacked her Chancellor and Home Secretary in short order and told us that she was "a fighter, not a quitter", Liz promptly quit.

Her replacement, Rishi Sunak is the political frontman for Goldman Sachs (one of the world's biggest banks and his former employer) and has been greeted by most of the supine British media and political establishment as a 'safe pair of hands'.

The same Tory-supporting newspapers who puffed up Liz Truss last month, are now ululating over the coronation of Prime minister Sunak. What's that smell? It's bullshit. Sunak's principal tactic to unite warring factions of Tory MPs will be to attack workers' rights and trade union freedoms.

Super-rich Sunak has been installed as PM without a vote, or any popular mandate. He bandies around words like "compassion", yet appoints a cabinet of austerity junkies, anti-migrant bigots, profiteers and proponents of human misery.

We all know when Sunak says he faces "difficult decisions", he means austerity, wage cuts, rising bills and suffering for

millions of us while his sleazy pals profit and expand their wealth and power.

To that end, Sunak has appointed former Transport Secretary, Grant Shapps (an old friend of ours) as his new Business Secretary. Shapps - a cousin somehow of Clash guitarist, Mick Jones - once described his values as "work hard, play by the rules". Spirit of punk, or what?

In August this year when he was still Transport Secretary, while refusing to meet or speak to trade unions representing striking rail workers, Shapps outlined his 16-point plan to 'take on militant unions' including new powers to outlaw strikes that he deems threaten a 'national emergency'.

Professor Keith Ewing of the Institute of Employment Rights told the *Morning Star* newspaper: "Shapps's proposals contain yet another clumsy attempt to attack a fundamental freedom, likely to breach UK international legal obligations ... The suppression of liberty by executive order is the hallmark of authoritarian government and worse. It has no place in a properly functioning parliamentary democracy underpinned by the rule of law."

You know why Tories like to call themselves 'libertarians'? They can't stop taking liberties.

Our proud trade union has been in existence for 151 years. Our railworker members were blacklisted by rail companies after the 1926 General Strike. Our seafarer members were imprisoned for 'mutiny' in Brixton prison for taking strike action on board merchant ships as recently as the 1960s.

There's nothing these two-bit Tory conmen can do that will intimidate our members. We know our history and we've seen their kind before.



This October, myself and our NEC Maritime Representative, Andy Gordon were able to represent RMT members at the 150th Anniversary Celebrations of the Maritime Union of Australia - a union with a proud history of fighting for the rights of dockers, seafarers and working-class people around the world, particularly Australia's indigenous First Nations peoples. A full report will appear in next month's RMT News.

The MUA continue to celebrate their greatest victory, the 1998 Waterfront Dispute, when the Patrick Stevedores corporation sacked its entire workforce in the dead of night using balaclava-clad Security Guards backed by attack dogs. The MUA refused to be cowed by the Australian Government of John Howard, which declared war on them. They fought industrially, legally and politically and they won. Their motto is 'MUA – Here to Stay!'

RMT members can take pride in the international movement we are part of. Show Sunak and Shapps we won't be bullied either. Vote YES to strike action. Get ready for more Tories.

Alex Gordon

A pictorial history of the union from 1871 to 2021



Copies of RMT - 150 Years of Trade Unionism are available from your branch or the RMT website.



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 2021:

OPINION

We have audited the financial statements of the National Union of Rail, Maritime & Transport Workers ["The Union"] for the year ended 31 December 2021 which comprise the Income and Expenditure account, the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and notes to the financial statements, including a summary of the significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 2021 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 the 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 and 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:

As part of our planning process:

- We enquired of management the systems and controls the union has in place, the areas of the financial statements that are mostly susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The union did not inform us of any known, suspected or alleged fraud.
- We obtained an understanding of the legal and regulatory frameworks applicable to the union. We determined that the following were most relevant: FRS 102 and the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended).

SUMMARY FINANCIAL INFORMATION EXTRACTED FROM THE FULL ACCOUNTS

Summary income and expenditure accounts for the year ended 31 December 2021:

General Fund and Orphan Fund

	2021	2020
	£'000	As restated £'000
Subscription income	18,437	18,101
Operating expenditure	(19,333)	(18,308)
Operating result	(896)	(207)
Other income/(expenditure)	7067	(1,454)
Result for the year	6,171	(1,661)
Other comprehensive income	12,706	(3,503)
Comprehensive result for the year	18,877	(5,164)

Political Fund

	2021	2020
	£'000	£'000
Subscription income	235	239
Operating expenditure	(174)	(135)
Operating result	61	104
Other income	0	9
Result and comprehensive result for the year	61	113

SUMMARY OF SALARIES AND BENEFITS PROVIDED

Name	Position	Details	Amount
M Cash	General Secretary	Salary	£103,496
		Pension contributions	£17,697
		Other benefits	£660
M Lynch	GS & Assistant General Secretary	Salary	£90,227
		Pension contributions	£22,418
		Other benefits	£2,860
S Hedley	Assistant General Secretary	Salary	£62,529
		Pension contributions	£21,223
		Other benefits	£2,860
M Rogers	President	Attendance, lodging allowance and reimbursed expenses	£56,419

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	Name	Amount
Oluwarotimi Ajayi	£1,041	David King	£1,041
I Allen	£55,933	J Kirby	£58,586
Millie Apedo-Amah	£55,455	Peter March	£21,758
J Armstrong	£53,891	P McDonnell	£55,564
Andy Budds	£1,041	S. Miskimmon	£56,464
David Goad	£1,041	W Moore	£54,338
A Gordon	£54,230	K L Morrison	£56,356
Alex Gordon	£1,041	B Rawcliffe*	£77,112
MJ Herbison	£56,745	M Rodgers*	£56,419
G Jackson*	£12,388	L Rundle*	£53,357
K Jewell*	£53,255	S Shaw	£55,064
Dale Kember	£1,041	J Wood	£57,593

*In addition, the Union provides accommodation while on Union business

- We considered the incentives and opportunities that exist in the union, including the extent of management bias, which present a potential for irregularities and fraud to be perpetrated, and tailored our risk assessment accordingly.
- Using our knowledge of the union, together with the discussions held with the union at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations.
- Testing key revenue lines, in particular cut-off, for evidence of management bias.
- Performing a physical verification of key assets
- Obtaining third-party confirmation of material investment, bank and loan balances.
- Documenting and verifying all significant related party balances and transactions.
- Reviewing documentation such as minutes of the meetings of the National Executive Committee and confirmation from solicitors for discussions of irregularities including fraud.

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual.
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied.
- Reviewing and challenging the assumptions and judgements used by management in their significant accounting estimates, in particular in relation to valuations of both property assets and pension obligations.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the Union.

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.

HW FISHER LLP
Chartered Accountants
Statutory Auditor

Acre House
11 - 15 William Road
London NW1 3ER
United Kingdom

Date: 31 October 2022

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."

JOE KIRBY OBITUARY

RMT regional organiser Jake Molloy remembers Joe Kirby national executive committee member and offshore energy worker

Joe Kirby joined the union's Offshore Energy branch in 2011 as a steward working with Entier on a drilling unit in the offshore sector.

He quickly engaged in union activities and became a Health and Safety representative in 2012. Around the same time the rig he was working on was caught up in the massive gas release at the Total installation, the Elgin/Franklin field. Joe was a critical source of information at that time and enabled the union to challenge the operator around the event. Later, Joe participated in the 'Step Change in Safety' Health & Safety forum. In 2014, Joe also attended as a delegate to the Biennial Offshore Grades Conference and was a delegate at the TUC in 2015.

His work then took him to Shetland, working on a floating accommodation unit supporting the work at the Shetland gas plant. From there he got the opportunity to be part of the crew for a new offshore installation being constructed in South Korea, the Glen Lyon.

Joe spent around a year in Korea during the construction phase of the Glen Lyon (a floating production storage and offloading unit) and was part of the team during the sail to the site West of Shetland via Africa and Norway. Joe

worked on the installation for a few years as part of the Catering Team employed by Aramark. He was once again elected as the workforce Health & Safety rep where he played a key role, and he was a well-respected member of the installation safety committee.

With RMT Joe was elected as the RMT assistant branch secretary and later became the branch chair. He was an active and innovative member of the branch committee and was the architect of the branch App "Blowout" and regular contributor to the branch newsletter "Enough is Enough". He was elected to the RMT National Executive Committee (NEC) and commenced his post on January 1, 2020, securing full-time release with his employer. Having spent a large proportion of his first 18-months in office participating in NEC meetings from home due to the pandemic, Joe was enthusiastic about a return to Unity House and seeing out the remainder of his term of office. Tragically that was not to be as Joe was sadly taken from us on June 7, 2022.

Joe was passionate about everything he did, especially supporting Liverpool! With the union, some might say he was overly passionate at times, but that was the nature of the man. Whether you



agreed with him or not you had to respect his commitment and unwavering support for the union and most importantly his constituency of offshore energy workers.

Joe was a Dad and a loving partner to Catriona, a colleague and comrade to many in RMT. He was taken from us far too early and will be sadly missed.

Making the most of your money...



OUR TOP 3 TIPS TO SAVE MONEY ON YOUR FOOD SHOP

1. Try out some tips and tricks to extend the shelf-life of your fresh fruit and vegetables: remove plastic wrapping from mushrooms, add a piece of kitchen roll to bagged salad to soak up excess moisture, store potatoes in a cool dry place outside of your fridge – even create DIY onion storage with a pair of tights!
2. Shop local – though you may not think it, supporting local businesses can also save you money. For example, experts like butchers can help you stretch your budget by advising which cuts of meat are the most cost-effective.
3. Take advantage of 'first-time shopper' discounts. As the online competition grows, many supermarkets are aiming to make themselves your first choice in online shopping with deals and discounts on your first order. Maximise your savings by checking online (and in delivery apps) to see which deals work best for you!

The cost-of-living crisis is showing no signs of stopping, with food and drink price inflation rising to over 10%¹. The overall inflation rate is the highest we've seen since the 1980s, and families struggling to pay the bills and make ends meet are already feeling the effect - cutting back on groceries, skipping meals and running up debts.

At a time like this we want to be sure we're getting the most for our money. That's where the RMT Prepaid Plus Cashback Card can help - did you know you could be earning cashback on the money you're spending anyway?

Using the card regularly also helps some card holders manage their weekly shopping budgets, earning up to 8% cashback at retailers like Asda, Sainsbury's, Argos and many more. Make the most out of the money you spend on your big shop, as well as on every day essentials, clothes, homewares or even a treat for the family, like a Pizza Hut pizza!⁹

It's not a credit card or a debit card. You top up the card before you shop, helping you enjoy stress free shopping. There are no credit checks and no limit to how much cashback you can earn.* You can enjoy these great savings for only £2.95 per month!^{**}

PLUS you'll get a £10 bonus loaded onto your account, as a thank you from us!†

As this is a prepaid card, you will need to make a top up when you apply and you will also need your membership number.

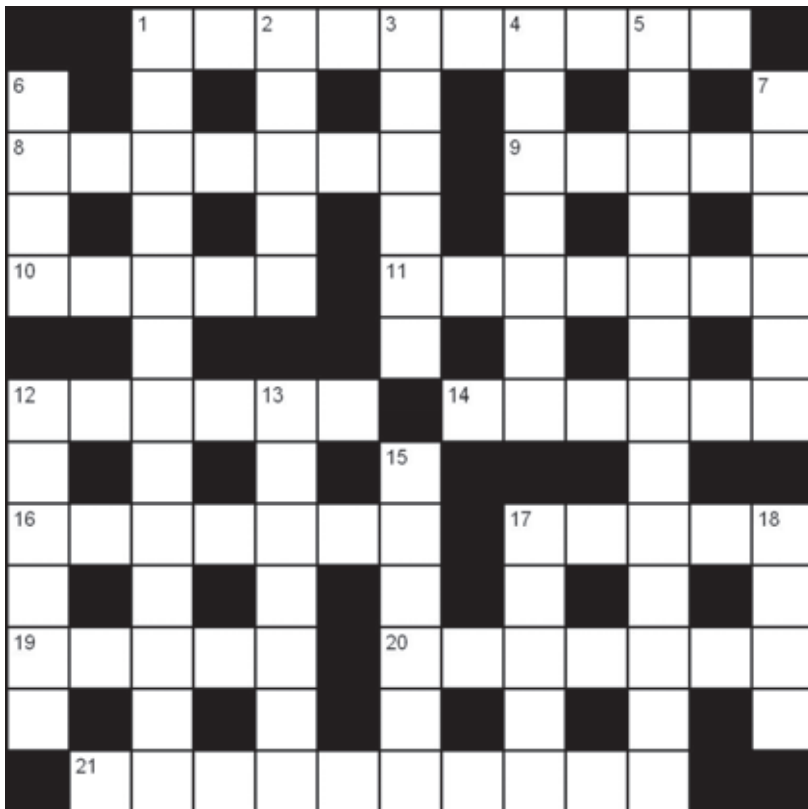
www.RMTPrepaid.com/save

PLUS apply before 31st December 2022 to be automatically entered into a prize draw to win £100 loaded onto your card!
For Prize Draw rules visit: www.RMTPrepaid.com/100terms



¹Financial Times, UK inflation rate rises to 40-year high of 10.1%, August 2022. RMT Prepaid Plus is a trading name of Union Income Ltd who operate the RMT Prepaid Plus Cashback card in conjunction with Sodexo Motivations Ltd. Terms and Conditions Apply. ⁹Range of retailers and cashback rates are subject to change. Some retailer exclusions apply. [†]Identity checks are required and these may leave a soft footprint on your file. ^{**}The first payment is charged within 30 days of successful application and continues monthly. ^{††}You must successfully apply for the card and make an initial load by 31st December 2022.

£50 PRIZE CROSSWORD



Last month's solution...



Send entries to Prize Crossword, RMT, Unity House, 39 Chalton Street, London NW1 1JD by December 10 with your name and address.

Last month's winner is Mrs A Young, London

ACROSS

- 1 Honesty (10)
- 8 Honest (7)
- 9 Antiquity (5)
- 10 Each (5)
- 11 Marsupial (7)
- 12 Seem to be true (6)
- 14 Bin (3,3)
- 16 Fake medication (7)
- 17 Not vertical (5)
- 19 Friend (5)
- 20 Building (7)
- 21 Broadly explain (10)

DOWN

- 1 Thoughtful (13)
- 2 Disadvantaged (5)
- 3 Refrigerator (6)
- 4 Anxious (7)
- 5 Selflessness (4-9)
- 6 Land mass (4)
- 7 Shrewdness (6)
- 12 Urgent request (6)
- 13 Simplest ketone (7)
- 15 Catholic devotion (6)
- 17 Defence of being elsewhere (5)
- 18 Woody plant (4)



Britain's Largest Specialist Transport Union

IT'S TIME FOR **JUSTICE for CLEANERS**

JOIN THE FIGHT for **£15 an hour**



The dirty truth about rail cleaning...

- 63% of cleaners were struggling to make ends meet BEFORE the cost of living crisis
- Rising prices mean that a cleaner on the National Minimum Wage would need a £2,000 pay rise to have the same spending power as last year
- Cleaners get no company sick pay
- 69% of cleaners say they have gone into work sick because they can't afford not to work
- Cleaners get no travel facilities
- The number of cleaners has been cut leaving people overworked and underpaid.

WE DEMAND...

- A pay rise to £15 an hour
- A proper sick pay scheme
- Travel provision
- Proper pension provision
- An end to outsourcing and profiteering on cleaning.

More cleaners than ever before are balloting for industrial action and taking strike action. If you're NOT a member JOIN NOW!

Protecting our members' interests is our priority Join us today

rmt.org.uk FREEPHONE 0800 376 3706   RMTunion



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39 Chalton Street
London
NW1 1JD

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FIGHTING AUSTERITY

NATIONAL UNION OF RAIL, MARITIME & TRANSPORT WORKERS

Changing address? Let your union know by phoning the Freephone helpline.

Remember the RMT freephone helpline open six days a week 0800 376 3706



compostable
7P2314