

RMT *news*

Essential reading for today's transport worker

SAVE LONDON TRANSPORT!



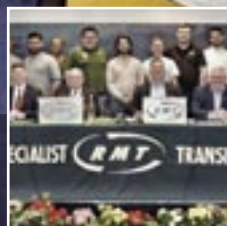
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www.rmt.org.uk

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

INSURANCE

UIA offers great value, Home, Motor, Travel and Pet Insurance to RMT members and their families.

- Interest free direct debits (spread over 10 months)
- No fees to amend your policy
- Accidental damage to TVs, laptops and game consoles covered
- Cover for damage caused by subsidence
- Alternative accommodation for family and pets if needed

Call on 0800 030 4606 to talk to UK-based call centre agents from 8.30am to 8pm Monday to Friday.

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



STAND TOGETHER

You don't need this editorial to tell you that transport workers of all grades are in a fight not only over jobs, pay and working conditions but the very existence of our hard-won freedoms to take strike action to defend ourselves.

This government has not only been actively interfering to ensure that this union and the employers do not reach settlements but is seeking to further curtail basic trade union rights.

This includes changing the law to allow employers to bring in agency workers to break any strike action. Not only is this extremely dangerous but also flies in the face of government claims to oppose the sacking of 800 P&O workers and replacing them with cheap agency workers.

The Tories also intend to increase the limits on damages where industrial action is deemed to be unlawful and make industrial action illegal if minimum service levels were not met.

Other authoritarian and undemocratic measures being are preventing unions to hold electronic strike ballots and increasing the thresholds for strike ballots even further.

These vicious attacks on our civil rights are being launched while public support for our strike action continues to soar.

We have already seen a summer of solidarity and now we are witnessing an autumn of action as other unions join the fray against

Tory austerity. This government's only action around this growing cost of living crisis and the explosion in energy prices which will have a devastating effect this winter has been to attempt to crush effective trade unionism.

As far as the Tories are concerned working class people should bear the brunt of this crisis while the rich get richer. New research published by the High Pay Centre think tank has found that the pay of the CEOs of Britain's biggest companies surged by nearly 40 per cent in the aftermath of the Covid-19 pandemic. This means that while transport workers face pay freezes Fat Cat transport bosses take home millions in pay.

To recap, the government and the employers want to close most ticket offices, rip up agreements dilute the role of the guard, remove catering grades, introduce seven day working, dilute pension benefits, tear up employment contracts and introduced fire and rehire.

As you know the planned railway strike action on 15 and 17 September was suspended following the passing of Queen Elizabeth.

This union shall continue to negotiate in good faith, but the employers and government need to understand that our industrial campaign will continue for as long as it takes.

SAVE LONDON TRANSPORT!



RMT rejects funding deal which includes pay cuts, job losses, attacks on pensions and driverless trains

A £3.6 billion funding deal struck by Transport for London and government ministers will attack tube workers' pay and pensions and will lead to further strike action, RMT has warned.

Following talks behind closed doors between Mayor Sadiq Khan and the government, funding has been agreed for TfL operations until March 2024.

But the deal is conditional on attacks on workers' pensions, potential job losses and a push for pay restraint in the future despite the astronomical rise in inflation and an escalating cost of living crisis. Driverless trains are also part of the reforms insisted on by Grant Shapps despite the huge costs involved and safety

concerns.

Mr Khan himself described the deal as 'far from ideal' and warned of cuts to bus services, potential Tube and bus fare rises of up to 14 per cent next year and he is committed to submit proposals to pension 'reform' by the end of this month.

RALLY

RMT held a massive Save London Transport rally with special guest US senator Bernie Sanders on the day the cuts agenda was announced last month.

RMT general secretary Mick Lynch told the packed meeting at Congress House that the deal was negotiated in secret by TfL and the government which will see members

pensions attacked and endless pay restraint.

"Grant Shapps' attack on tube workers would be unacceptable at any time but in an escalating cost of living crisis it is shameful and will be resisted through further strike action.

"TfL needs to stand up to Grant Shapps and demand a deal that serves all the people of London and addresses the real concerns of London transport workers who keep the capital running.

"This rally is sending a message that RMT and other transport unions will not tolerate attacks on workers' pay and conditions or cuts to public services," he told the rally.

He pointed out that

transport was a class issue as it was the poorest that suffered the most from cuts and fare rises.

"We are not going to beg the political class, we are going to build a political campaign and get the job done ourselves.

"This country is clearly ready for change and we want to build a working-class movement that the political class cannot continue to ignore," he said to a standing ovation.

John McDonnell MP told the rally the role of a labour MP was to be on the picket line with RMT and other unions.

"We have seen a summer of solidarity with working class people fighting against attacks

on their standard of living not seen since the banking crisis of 2008.

“This is called class struggle and it will increase because this spiral of inflation has been caused by an orgy of profiteering not wage inflation.

“We need rail, water, energy and other services brought into public ownership in order to deal with this crisis and the climate emergency,” he said.

Miatta Fahnbulleh of the New Economics Foundation said that cuts to public transport made no sense at any time but particularly not now. She pointed out that London is the only world capital not to receive significant central government funding.

“Transport systems all over the world from New York to Singapore are subsidised precisely because of the benefits they bring to the economy,” she said.

Disability rights activist Barbara Lisicki warned that fewer transport workers meant less assistance for people that required help.

“You need to understand anybody can become disabled so we are not just fighting for ourselves but everybody,” she said.

Closing the rally US senator Bernie Sanders said that millions of people around the world supported the transport workers struggle in Britain.

“What is going on here is going on in my country, the rich want to get richer at the expense of working people.

“While there has been a profound decline in living standards for workers the rich have become addicted to getting even richer at our expense.

“It is not radical to say this needs to end and we need a fairer society. RMT is an inspiration to the world because they can see that the world needs transforming,” he said. ■



Bernie Sanders



Barbara Lisicki



John MacDonnell MP



Miatta Fahnbulleh



CWU rep Hanna Carroll with a guest appearance from Postman Pat

SOLID STRIKE ACTION

Majority of RMT members take strike action on rail and tube services against job and pays cuts

Over 53,000 RMT members took strike action on train operating companies, Network Rail, London Overground and Underground last month against jobs cuts, attacks on pensions, low pay and the imposition of working practices.

Members on London Overground voted overwhelmingly to take 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.

RMT general secretary Mick Lynch said that all members were determined to protect their pensions, secure a decent pay rise, job security and good working conditions.

The union slammed plans announced by Secretary of State for Transport Grant Shapps to impose new contracts on railway workers, effectively 'fire and re-hire' on worse conditions, unless RMT calls off strike action.

The Tory minister told Sky News that if the dispute cannot be settled "we will have to move to what's called

a Section 188, it's a process of actually requiring these changes to go into place".

RMT general secretary Mick Lynch said that Mr Shapps had no authority to issue Section 188 notifications as he was not the legal employer but now seems intent on forcing through fire and re-hire on rail workers despite previously claiming that he had nothing



to do with negotiations between the employers and the unions.

“Despite his denials Mr Shapps has clearly been dictating how the train companies should conduct negotiations with RMT and now he’s ordering them to fire and re-hire workers.

“Instead of threatening to cut thousands of safety-critical jobs, introducing driver-only trains, closing ticket offices, bailing out the private rail companies as well as bringing in more anti-union laws the government and the employers should enter meaningful negotiations,” he said.

The union has also written to Mr Shapps to demand that the government ends its deliberate policy of prolonging rail disputes for political reasons.

The union insisted that by refusing to meet with RMT while dictating how the train companies conduct the negotiations through a ‘shameful and irresponsible use of taxpayers’ money’.

“Your government has made the decision to use taxpayer’s money to bailout private train companies from being liable for revenue lost because of industrial action on the condition the same companies comply with government instructions to hold down pay, cut thousands of safety critical rail jobs, introduce Driver Only Trains and close ticket offices across the network,” the letter said.

More than 600 Labour councillors have declared their full backing for all rail, postal, dock and other workers on picket lines.

Amid a wave of strikes over pay and increasing talk of coordinated industrial action this autumn, the councillors signed an open letter offering “full solidarity and support” to RMT, the Communication Workers Union (CWU), Unite and others.



STAGECOACH DEVON FINED AFTER WORKER CRUSHED

Company admitted breaking the Health and Safety at Work Act after reversing bus traps worker

Bus company Stagecoach Devon has been fined £380,000 after driver David Heathfield was crushed between a reversing bus and a stationary vehicle.

The Health and Safety Executive, which prosecuted the firm, said that the employee of Stagecoach Devon was working at the company's Torquay depot on October 3, 2019.

Due to space limitations, buses often had to reverse to be able to leave the depot in readiness for the day's work. The sole banksman, who would direct vehicles, was occupied at the top of the depot where most buses were parked.

The Health and Safety Executive (HSE) said that, as a result, it became custom and practice for the bus drivers at the front of the depot to reverse without a banksman, or to assist each other when reversing, despite not being trained as banksmen.

The injured employee, who was caught between a reversing bus and a stationary vehicle, suffered compound multiple fractures of his arm requiring six titanium plates and 65 metal staples between

his wrist and elbow. A HSE investigation found that Stagecoach Devon failed to put a suitable and sufficient risk assessment in place.

This should have identified the risks inherent in the bus parking layout and action could have been taken to remove the need to reverse or mitigate the risks from reversing. For example, changing the parking layout, providing a sufficient number of trained banksmen for peak times, and improved segregation of vehicles and pedestrians, said the HSE in a statement.

At Plymouth Magistrates Court, Stagecoach Devon pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974. The company was fined £380,000 and ordered to pay costs of £18,000.

After the hearing, RMT regional organiser Barry West said: "It was clear to all who knew Dave that he was a loyal and hard-working employee who has had his life prematurely put on hold and his career ended abruptly.

"His injuries were life-changing and the six fractures in his lower arm have affected



VICTORY: Injured bus driver David Heathfield, centre, outside Plymouth Magistrates Court, with left, former colleague Stephen Coombes, and right, RMT regional organiser Barry West.

his ability to drive, eat and left him severely incapacitated of undertaking many day-to-day essential activities or any hobbies. The impact of this accident has meant he has a lifelong disability, it has affected him mentally, emotionally, physically and socially.

"The workplace safety arrangements were wholly inadequate at the Torquay Depot and, I hope that this outcome will mean that Stagecoach Bus will take notice of the outcome but most of all start to listen, engage effectively and constructively to us and work with the RMT union to make the environment that our members work in a much safer place for all.

"Lessons must be learned and actions taken, no matter how many policies, procedures any employer may have,

enabling them, monitoring them, auditing them and ensuring compliance is absolutely essential."

A Stagecoach Devon spokesperson said that the company had assisted the Health and Safety Executive in its investigation in any way that could and had fully implemented improvements.

Speaking after the hearing, HSE Inspector James Collins said that those in control of work had a responsibility to devise safe methods of working and to provide the necessary information, instruction and training to their workers in the safe system of work.

"If a suitable safe system of work had been in place prior to the incident, the life-changing injuries sustained by the employee could have been prevented," he said.

FIRST SOUTH WEST BUS BALLOT

Members at Taunton bus branch are among those being balloted for strike action in Somerset and Cornwall

Members at First South West, which runs services in Somerset as well as Cornwall, are being balloted for strike action by over 400 RMT members across the region after the company consistently failing to table a decent pay offer in negotiations that have been running since March.

This is despite the fact that in 2021/22 First Group PLC paid out £500 million to shareholders and during the year First Group's revenue was £5.6 billion and its operating profit was £226 million.

Taunton bus branch chair Mark Hoban said that the offer consisted of a flat rate of £12 an hour up from £11.05p and an overtime rate at just 5p an hour more until June 2023.

The company is also demanding that the anniversary date be moved from April to August to August leaving members losing out on four months back pay.

"What they are saying is that we have to pay of the pay rise ourselves through the loss of backpay.

"Members are just not prepared to pay for their own pay rises and this is a company that can afford to give its workers a decent pay rise," he said.

Taunton bus branch secretary Paul Main further explained that if members signed up to the present offer, they would lose up to £800.

"We went to ACAS to negotiate and it became clear to them quite quickly that



there was no point in continuing the talks as the company would not improve its offer," he said.

He explains that the branch, which has just under a hundred members, meets once a month on a Sunday morning in an unassuming office on Taunton High Street after years of experimenting with different times to ensure maximum attendance.

"With members doing mostly 12 hour shifts it was difficult to juggle their working hours and get the balance right.

"We finally settled for Sunday mornings but still some members have to leave early to go on shift," he says.

The main subject that came up in the July meeting immediately was the long-running battle over pay and members appear tired of

hearing the same demands about giving up back-dated pay by moving anniversary dates to August to August.

"It's such an obvious trick to save the company money at our expense that no-one is buying it," said one delegate.

"What gets me is that I know drivers that have left the industry to deliver for supermarkets that earn more than us.

"How can it be right that you earn less money transporting the general public around than carting cabbages around?" she said to a murmur of approval.

The ballot ends on September 15 and if the new thresholds are met contained within the new Tory anti-trade union laws strike action could take place as early as this month.

RMT general secretary Mick



Lynch sent a message of support for the hardworking bus workers at First South West.

"Make no mistake will be supporting bus workers in Somerset and Cornwall with the same vigour as those members involved in the national rail and tube disputes.

"By moving to ballot you have already made clear to your employer that you will not stand by and watch your standards of living drop before your eyes.

"Good luck to you all and, if it comes to it, see you on the picket lines," he said.



FIGHTING TICKET OFFICE CLOSURES

Tories plan to close nearly all ticket offices across rail network

RMT activists and supporters held a day of action last month across the country in response to the government and rail industry's plans to close nearly all ticket offices around the rail network.

RMT general secretary Mick Lynch said that the planned closure of nearly 1,000 ticket offices were clearly about protecting the profits of train companies by further de-staffing the rail network.

"As well as thousands of job losses this will obviously create accessibility problems for the elderly, people with disabilities and overseas visitors who may not have English as their first language.

"Without ticket offices and on station support, huge swathes of passengers could be excluded from the railways altogether.

"The planned closures are part of a wider industry attack on jobs and services at a time when the private rail industry is taking in excess of £500m in profits annually and many rail bosses have £1 million plus pay packets," he said.

Backing the campaign, We Own It director Cat Hobbs said that passengers wanted a human being they can turn to for help, not just a machine.

"Instead of abandoning passengers with a second-class service, this government should be making it easy for people to take the train," she said.

Research has shown that the presence of staff is of critical importance and the government's watchdog, Transport Focus, has found that "there is a consistent message coming through about staff - put simply, passengers like and value having staff around".

Even many leading Tories have backed campaigns to protect ticket offices, in January 2016 Home Secretary Priti Patel said about Abellio services: "The number of unexpected ticket office closures has been unacceptable and extremely inconvenient to passengers".

She has written to the incoming Transport Secretary Anne-Marie Trevelyan MP

CUT THEIR PROFITS NOT OUR TICKET OFFICES

Your ticket office is under threat - ACT NOW before it's too late!

RMT understands that the Government and train companies are looking to close nearly **ALL** ticket offices around the network - **that's around 1000 ticket offices.**

Ticket office closures are part of a wider plan to de-staff stations and cut costs. Under these plans, passengers will no longer be able to guarantee when staff will be present at stations.

Closing ticket offices will worsen:

- X Passenger service** - only ticket office staff can ensure that passengers get the cheapest ticket. Many people cannot or do not want to use online ticketing platforms or machines.
- X Accessibility** - staff are key to making the railway accessible. Further de-staffing may mean that many disabled and elderly passengers are unable to use the railway network altogether.
- X Safety and security** - staff assist passengers in times of disruption and emergency and deter anti-social behaviour.

At the same time, the private rail companies take in excess of **£500m in profits every year**, and many rail bosses take home **£1 million+ pay packets**. It is clear that these cuts are about profits, not passengers.

Please join RMT's campaign to protect your local ticket offices.

Each train company will have to run a **three-week public consultation** over its detailed proposals and it's **vital as many people as possible respond to these** when they are published... **BUT WE MUST ALSO TAKE ACTION NOW!**

What can you do?

Please sign and share our petition

Please write to your MP and ask them to support your local ticket office

Follow @RMTUnion for updates

urging her to take a new approach to ticket office closures based on her record on opposing ticket office closures in her constituency.

Last year, the Berwick MP held talks with rail operator LNER in a bid to reverse its proposals to cut hours at Berwick Railway Station's Travel Centre.

In the letter the union said that it was encouraged by her record of wanting to save rail ticket offices, staffing and services in her own constituency and urged her to continue this approach as Secretary of State.

"There is clearly now the opportunity for a new approach from the Government to facilitate discussions between the RMT and the employers where the train companies and Network Rail are given more flexibility to secure a deal that is in the interests of workers, passengers and the country as a whole," it said.



DUTCH DITCH UK RAIL AND BUS FRANCHISES

Union calls for Abellio contracts to be taken in-house to stop rampant profiteering

The Dutch state railway is pulling out of Britain with a management buyout of its subsidiary Abellio, which runs four rail lines and a number of London bus routes.

After 20 years in this country, Abellio's parent company, the Netherlands state-run Nederlandse Spoorwegen, is to sell off the firm to its UK management. Over that time, Abellio has run East Midlands Railway, Greater Anglia, Merseyrail and West Midlands Railway and currently employs over 15,000 staff.

Abellio UK's CEO Dominic Booth is leading the buyout and will be operated by a new firm, to be known as Transport UK Group Limited. However, the deal for the proposed buyout remains subject to formal approval from partners



including the Department for Transport, Transport for London and Merseytravel, as well as regulatory consent from the Office for Rail and Road.

Abellio's parent company said that it had decided to withdraw from the UK market "to focus on domestic service provision within, and

international railway services to and from, the Netherlands".

RMT general secretary Mick Lynch said that contracts like Abellio should be taken into public ownership so that every penny spent on public transport is actually invested back into public transport rather than being siphoned off to pay for fat cat profits and

salaries.

"While rail workers endure pay freezes and threats to their jobs this is yet another spin on the railway money-go-round where there are huge profits to be made riding on the backs of the taxpayer, fare payer and public transport workers," he said.

ASBESTOS EXPOSURE IN GAS CAR KITCHENS

The union is informing all present, former and retired members of the dangers from working the old Gas Car Kitchens that were insulated both in the shell of the vehicles and on the pipes and boiler jackets with asbestos, as this is a very real danger to the health and well-being of these staff – potentially exposing risks associated with mesothelioma cancer.

Mesothelioma is a type of cancer that develops in the lining that covers the outer surface of some of the body's organs. It is usually linked to asbestos exposure.

Mesothelioma mainly

affects the lining of the lungs (pleural mesothelioma), although it can also affect the lining of the stomach (peritoneal mesothelioma), heart or testicles.

Most cases are diagnosed in people aged 60 to 80, and men are affected more commonly than women. Unfortunately, it is rarely possible to cure mesothelioma, although treatment can help control the symptoms.

The symptoms of mesothelioma tend to develop gradually over time. They typically don't appear until several decades after

exposure to asbestos. Symptoms of mesothelioma in the lining of the lungs include:

- chest pain
- shortness of breath
- fatigue (extreme tiredness)
- a high temperature (fever) and sweating, particularly at night
- a persistent cough
- loss of appetite and unexplained weight loss
- clubbed (swollen) fingertips

Symptoms of mesothelioma in the lining of the stomach include:

- stomach pain or swelling

- feeling or being sick
- loss of appetite and unexplained weight loss
- diarrhoea or constipation

See your GP if you have any persistent or worrying symptoms. Tell him/her about any exposure to asbestos you may have had in the past. The vehicles in question were still in use in 2001 and later both on normal services, sleepers and special charter trains and may still be in use today.

A letter has been sent to all train companies, including the heritage sector, asking if any such kitchens are still in use. ■

TRIBUNAL BACKS EAST COAST WORKERS

Judgement secures nearly £5 million for members after Virgin Trains was found to have ignored collective bargaining procedures on pay

RMT has secured a significant victory on behalf of more than 1,000 rail workers following a hearing in Leeds Employment Tribunal – one that could cost the companies concerned in excess of £4.8 million.

The legal proceedings were brought by Thompsons Solicitors on behalf of 1,250 RMT members, who argued that RMT had been bypassed in collective negotiations when the employer made an offer directly to the workforce which had already been unanimously rejected in a ballot conducted by the union.

The case relates to events which took place in 2017 when Virgin Trains held the franchise on the East Coast Main Line between London, Yorkshire, North East England, and Scotland. The employees concerned have subsequently been transferred to LNER and Hitachi who are now liable in respect of the sums awarded under the judgement.

The decision centres on pay negotiations which took place between March and October 2017. Following a meeting on October 17, RMT agreed to put the proposals made by the company to a ballot, although its representatives advised that

it was not acceptable owing to various outstanding concerns which included changes to sick pay provision.

In light of RMT advice, members voted overwhelmingly to reject the proposal. In immediate response the company made a direct offer to all of the workforce in November 2017, including RMT members who had already voted to reject the deal. It did this instead of continuing collective negotiations either with all recognised trade unions or with RMT alone. The union asserted that this direct offer to its members was an unlawful inducement and in contravention of the legislative provisions.

The Employment Tribunal agreed the offer made to RMT members was unlawful and had arisen as a result of a “unilateral decision by VTEC’s management to treat collective bargaining as at an end and to implement the pay award”.

Yet under the agreed procedures that was a decision that should have been taken jointly by both the employer and the unions concerned. The Tribunal also concluded

that there had been no impasse in the negotiations. Management knew RMT had to seek the views of its members on the deal that had been proposed and there was no reason why talks could not have continued as a consequence of the proposal being rejected. The Tribunal concluded that the company’s purpose had been to avert further collective negotiations illustrated by the fact that it did not want to use the agreed procedures in place to continue with the talks.

This is the latest in a series of rulings over the last year that tackle ‘unlawful inducements’ where employers have acted outside of collective bargaining procedures. This includes the ground-breaking case against Kostal from last year, as well as the INEOS ruling from June 2022 – both of which Thompsons successfully won alongside the trade union Unite.

RMT general secretary Mick Lynch said that the judgment illustrated the importance of parties adhering to the procedures that have been agreed to negotiate on pay and terms and conditions.

“The union had been appalled that the company had simply walked away from the negotiations when the members voted against the original proposal and sought to impose the offer, warning its members that they would not be afforded anything better if they did not do so.

“This was no way to treat loyal employees who have the right to be represented by their union throughout what is an agreed process,” he said.

Trade union law expert at Thompsons Solicitors Neil Todd said that it was yet another significant victory for trade union collective rights.

“The bedrock of good industrial relations is adherence to the collective agreements in place which have been negotiated over decades. The law requires these processes to be respected for good reason in that they provide vital industrial stability.

“The case law now makes very clear an employer cannot circumnavigate agreed structures to negotiate terms and conditions simply because it does not like the fact its proposals have been rejected,” he said. ■

RMT BLASTS NORTH SEA DECOMMISSIONING FAILURES

RMT blasts North Sea decommissioning failures

RMT has raised concerns that one of three semi-submersible North Sea drilling platforms impounded in the Cromarty Firth since 2018 may about to be transported overseas for decommissioning.

The union raised concerns back in 2018 about the three North Sea oil drilling rigs Ocean Guardian, Ocean Nomad and Ocean Vanguard that were being sold to be scrapped on beaches in India and Bangladesh. As a result, they were detained and impounded in the Cromarty Firth, where two of them have been ever since. The other one, Ocean Guardian, was sold to Well Safe in 2019.

Reports have revealed that one of them could be on the move revealing the complete failure to build jobs and skills in the decommissioning industry in this country.

RMT general secretary Mick

Lynch said that it was scandalous that these mammoth drilling rigs, instrumental in exploiting millions of barrels of North Sea oil and gas resources have not fuelled growth in decommissioning jobs and skills here.

"RMT is clear that the failure of the UK government's decommissioning strategy is a failure of offshore oil and gas workers.

"Over £16.5 billion will be spent on decommissioning work in the North Sea to 2030 and we need urgent action to secure more of that work here and the union calls on Ministers to work with offshore unions to deliver a coherent plan to create jobs and preserve skills from decommissioning North Sea oil and gas assets in domestic ports," he said.

The North Sea Transition



Deal, drawn up by government and the oil and gas industry and published in March 2021, ahead of COP26 states that: "The [oil and gas] sector voluntarily committing to achieve 50% local UK content across the lifecycle for all related new energy transition projects by 2030, as well as in oil and gas decommissioning. This will be supported by the appointment

of an industry supply chain champion who will support the coordination of opportunities with other sectors."

The Industry's Decommissioning Insight Report 2021 estimated that spend of decommissioning of £16.57 billion over the next decade but contains no job creation or skills retention targets.

■

PRINCESS ALICE DISASTER REMEMBERED

Union marks Merchant Navy Day by marking the 144th anniversary of the sinking

RMT marked Merchant Navy day by remembering the sinking of the paddle steamer Princess Alice on September 3, 1878 on the River Thames.

Between 600 and 700 people died in the disaster, which was made worse with the release of millions of tons of raw sewage into the Thames at the time of the sinking, the greatest loss of life of any British inland waterway shipping accident. No passenger list or headcount was made, so the exact figure of those who died has never

been known.

RMT national secretary Darren Procter said that that disaster occurred on Merchant Navy Day September 3 when we remember those who lost their lives at times of war and to celebrate the vital role of merchant seafarers in the lives of our communities.

"The disaster led to many changes to the law regarding maritime activity on the Thames and to the release of sewage into the river, yet it is still a problem today ironically," he said. ■





P&O FERRIES OFF THE HOOK

RMT has slammed the decision by the Insolvency Service not to press criminal charges against P&O Ferries after it fired nearly 800 employees in March and replaced them with low paid agency workers.

Only days earlier the rogue employer posted first half year profits of £600 million exposing claims that the mass sackings were necessary for operational sustainability as a complete fabrication.

RMT general secretary Mick Lynch said that the rampant profiteering following P&O Ferries sacking 800 workers was already a stain on the government's international reputation.

"Now the company has been allowed to get off the

hook legally despite claims by the government it would take action.

"Not only has this government stood by while DP World sacked workers and replaced them with low paid agency workers It is now planning to do the same on the railways to replace striking workers fighting for their rights," he said.

The union has written to the Secretary of State for Transport Grant Shapps MP to demand a meeting to discuss the government's failure to take action over the P&O scandal despite claiming outrage at the time.

Despite the illegal sackings the Ministry of Defence has spent £50,000 making over

300 bookings on P&O services which are now crewed with exploited agency crews flown in to work months solid for under £4 per hour.

Mick Lynch said that the government had completely failed to penalise P&O or any of the other low-cost operators.

"Ministers regularly express their anger and commitment to tackle P&O Ferries and DP World but nothing has been done to reverse these actions or to close loopholes in order to prevent a repeat of this outrageous action.

"The outgoing Prime Minister also told the Commons on March 23 that the government was taking legal action against P&O but,

despite these grand public statements, P&O has not been prosecuted and no ferry operators have been suspended.

"The government points to international maritime law as a barrier to taking action against P&O yet DP World has posted a record £600 million profit in the first half of this year and P&O Ferries CEO Peter Hebblethwaite has been promoted to the board of P&O and publicly praised by DP World CEO Sultan Ahmed Bin Sulayem.

"It is also shocking to learn that the Ministry of Defence has spent public money on P&O Ferries services and continues to receive support from the taxpayer," he said. ■

RAIL WORKERS SPEAK OUT AGAINST CUTS



RMT survey reveals dystopian future for passengers with government rail cuts

Rail workers have painted a chilling picture of the future awaiting passengers if the brutal cuts being proposed by the industry and the Tory government are implemented.

RMT conducted a survey asking rail workers what they thought would be the impact on passengers of the plans to close ticket offices, cut track and infrastructure maintenance, run trains under Driver Only operation, cut jobs across the industry and introduce more 'multi-functional roles'

More than 10,000 rail workers responded to the survey in just five days with overwhelming majorities saying that they would worsen

the passenger experience on trains and at stations make the railways even less accessible to disabled passengers put passengers at greater risk of the kind of accidents seen at Potters Bar, Hatfield, Grayrigg and Stonehaven.

RMT general secretary Mick Lynch said that too often the people who speak for the rail industry are a clique of company directors fixated with share prices and dividend payments.

"The real voices of the rail industry are in this survey, and they paint a chilling picture of the future being forged by the Tories, the train operating privateers and Network Rail.

"What is being called

'modernisation' is in reality a drive to cut staff costs that will make Britain's trains, stations and track less safe and less accessible to travel on and it's being driven a government that's only thinking about the interests of the super-rich profiteers".

RMT surveyed rail workers in six categories: fleet maintenance, track and infrastructure maintenance, on-board staff, station staff and other staff. We asked them questions based on the rail industry's proposed cuts to track maintenance, ticket offices and jobs and its attempts to bring in new multi-functional roles and revive Driver Only Operation.

Workers were asked about their view of the impact of the proposed cuts on passengers. In addition to quantitative evidence, RMT sought to collect testimony and examples from the frontline keyworkers who deliver rail services.

The union opened the survey of its members in July. Within five days it had received more than 10,000 responses.

KEY RESULTS:

Almost 70 per cent of Network Rail track and infrastructure maintenance workers reported that they had seen cuts to their operations in the last year. Many workers are

worried that maintenance has already been cut too much and that Network Rail is risking passenger safety.

Almost 80 per cent of Network Rail track and infrastructure maintenance workers reported that they were aware of NR's plans to cut maintenance jobs and schedules in the future.

Over 90 per cent of track and infrastructure maintenance workers agreed that Network Rail's cuts will put passengers at greater risk with 75 per cent strongly agreeing.

Nearly 90 per cent of station staff responding said that the government and industry's plans would worsen the passenger experience.

Nearly 90 per cent of station staff said that the plans would worsen the experience for disabled passengers and those who need more support.

More than 85 per cent of on-Board staff surveyed said they believed that the government's plans for introducing more Driver Only Operated trains, which can run without a second member of

staff on board, and new multi-functional on-board staff roles, would worsen the passenger experience.

A massive 93 per cent of on-board staff said they believed that it would worsen the experience of travelling by train for disabled passengers and those needing more support.

Over 70 per cent of fleet maintenance workers believed that cutting fleet maintenance regimes would put passengers at greater risk. Lessening the number of inspections on fleet will increase the risk of trains

entering service with faults, increasing the risk of service disruption or accidents.

Signalling operations workers are not hostile to the use of new technology but have reservations that the need to cut costs is being prioritised over safety. They warn that the drive to push signalling into a few Rail operating Centres risks losing local knowledge and means that risks of failure are spread over a wider area. Many are also worried about the growing workloads on signallers. ■

SOME OF THE QUOTES IN THE SURVEY:

"I worked for BR in a maintenance length gang from 1976 till 1978 and then track welding to the present day, I have never seen it looking so poor"

"Inspections and Maintenance are already at an all-time low. The amount of jobs in back log is ridiculous and the amount of staff we already don't have is ridiculous also. To now cut back even further would be nothing short of unsafe"

"General maintenance prevents failures - if we reduce maintenance, more failures will occur that we previously could have caught. We're supposed to prevent failures, not simply react. Failures can cause dangerous situations and we should be doing everything we can to prevent them"

"Risk based maintenance is playing with lives! Already with hot weather we are seeing an increase in broken Fishplates etc. Under RBM they might not necessarily be seen"

"My concern is if a team member is expected to have multi discipline competencies they will be competent on paper but will not have the hands-on practice required to maintain that skill / competence due to having too many competencies. Therefore, mistakes will happen which could make things unsafe"

"Less experienced employees and more contractors will result in less quality and more chance of a major incident like the days of Railtrack. We are already massively understaffed in my department and are using six contractors regularly who are very inexperienced and need babysitting"

"Hatfield and Potters Bar crashes were caused by maintenance cut-backs, it's an accident waiting to happen"

"Making staff multi-functional means less people for lots of different jobs. Stretching resources so thinly is bound to impact customers in a negative way especially the elderly and vulnerable who often need extra help with mobility and guidance through the new processes"

"The ticket office is the first point of contact for most people requiring assistance and/or reassurance about their journey"

"Passengers still prefer people to give them the right information about ticket prices and help with journey enquiries"

"Often those living with learning difficulties, mobility impairments and disabilities want to talk to a person rather than a confusing machine. People don't understand the complex intricacies of the ticketing system and will likely pay more than if they were able to speak to a person in a ticket office"

"We are already overstretched due to staff shortages and this would worsen the safety aspect of the job. We are also already struggling to do the day-to-day station duties"

"Closing ticket offices and replacing them with retail units increases the risk of staff being physically assaulted and having no place of safety to escape from such attacks."

"DOO is a bad idea and an unsafe way to operate a train service. Passengers feel safe when they see members of staff onboard carrying out their duties and helping with their needs during their journey"

"With DOO there will be no guarantee that there will be a member of staff on board to help passengers"

"Most stations that we stop at don't have any staff. Therefore, the Guard is imperative in helping passengers with disabilities"

"We regularly struggle now with supporting vulnerable passengers and passengers who need assistance, cutting staff will worsen the experience for them"

CORPORATE GREED BY NUMBERS

While transport workers face pay freezes fat cat bosses take home millions in pay

During the last round of rail strikes against massive cuts to jobs and services and declining pay, Good Morning Britain TV presenter Paul Brand blithely accused RMT general secretary Mick Lynch standing on a picket line of earning a six-figure salary.

Mr Lynch denied the unfounded allegation in his usual urbane style noting "that's completely untrue" and asked him where he got that false information.

In true media style, the presenter mumbled about unspecified newspaper articles and declared that he was not trying to 'demonise' Mr Lynch, which can be read of course that he was, in fact, trying to demonise him.

Moments later the same TV presenter sparked a wave of



complaints from the listening public by introducing Network Rail CEO Andrew Haines - who does earn £593,000 per annum over 20 times a rail guard's income - and all mention of large salaries strangely disappeared.

Moreover, the generosity of railway employers does not

end there. In fact, the thirteen bosses listed opposite lead the companies that are responsible for most train operating companies in England, own much of Britain's rolling stock and manage the railway's infrastructure.

Across the latest two years for which financial reports are

available, their total remuneration exceeded £19 million. A number of these directors made or often stand to make in excess of £1 million a year.

Whilst frontline rail workers are being subjected to pay restraint and being told that it's because of the need to be

THE TEN FTSE 100 COMPANIES WITH THE HIGHEST CEO PAY WERE AS FOLLOWS:

Company	Sector	CEO	Amount (£millions)
Endeavour	Precious metals and mining	Sebastien De Montessus	16.85
Astra Zeneca	Pharmaceuticals and Biotechnology	Pascal Soriot	13.86
CRH	Construction and Materials	Albert Manifold	11.68
Anglo American	Industrial Metals and Mining	Mark Cutifani	9.83
RELX	Media	Erik Engstrom	9.63
Lloyds Banking Group	Banks	Antonio Horta Osorio, William Chalmers, Charlie Nunn (combined pay for time in post as CEO)	8.86
Schroders	Investment Banking and Brokerage	Peter Harrison	8.48
Flutter	Travel and Leisure	Peter Jackson	8.4
GSK	Pharmaceuticals and Biotechnology	Emma Walmsley	8.2
Berkeley	Household Goods and Home Construction	Rob Perrins	7.97

(Unusually, the highest paid FTSE 250 CEO Frederic Vecchioli of Safestore, paid £17.06m, was paid more than any FTSE 100 CEO).

'fair' to the taxpayer, it appears to have been business as usual for Fat Cat bosses.

In addition to the figures below and despite being stripped of the Southeastern franchise in 2021 because of financial irregularities, the new Go-ahead Group CEO and CFO stand to have made between them in excess of £2.5 million during 2021/22.

The interim Chief Financial officer at Go-Ahead, Gordon Boyd, will receive fixed remuneration of £1.2 million for 2021/22 and the new Chief Executive Officer Christian Schreyer has target earnings of £1.376 million for 2021/22 and the possibility to earn nearly £1.8 million.

This boom in corporate pay is of course not confined to the transport sector as companies focus on high end salaries for figureheads and declining wage levels for everybody else.

New research published by the High Pay Centre think tank and the Trades Union Congress (TUC) last month has also found that the pay of the CEOs of Britain's biggest companies surged by nearly 40 per cent in the aftermath of the Covid-19 pandemic.

Median pay for a FTSE 100 CEO increased from £2.46 million in 2020 to £3.41m in 2021. CEO pay has also surpassed the £3.25 million median recorded in 2019.

The research shows that the median FTSE 100 CEO is now paid 109 times the median UK full time worker, up from 79 times in 2020 and 107 times in 2019.

OTHER KEY FINDINGS INCLUDE:

- FTSE 100 firms spent nearly three quarters of a billion on executive pay, with £720.21 million awarded to 224 executives
- FTSE 250 CEOs saw a similar 38 per cent pay increase, with median pay rising from £1.25 million in 2020 to £1.72 million in 2021.

Fat Cat	Period covered	Total remuneration across two years
<i>Arriva - owned by the German State Railways and is the full or majority owner of the Chiltern and CrossCountry franchises.</i>		
Manfred Rudhart - Arriva CEO (until June 2021)*	Jan 2020 - Dec 2021	£2,826,000
<i>First Group - is a private UK registered company and is the full or majority owner of the Avanti West Coast, South Western Railways, Transpennine Express, Great Western franchises.</i>		
Matthew Gregory - First Group Chief Executive Officer (until September 2021)	April 2020 - March 2022	£3,085,000
Steve Montgomery - First Rail Managing Director*	April 2018 - March 2020 (latest accounts overdue as of 18.08.22)	£1,036,000
Ryan Mangold - First Group Chief Financial Officer	April 2020 - March 2022	£2,385,000
<i>Abellio - is owned by the Dutch State railways and is the full or majority owner of the East Midlands, West Midlands and Greater Anglia franchises.</i>		
Dominic Booth - Managing Director Abellio UK*	Jan 2019 - Dec 2020	£1,221,695
<i>The Go-Ahead group is a private UK registered company and is the majority owner of the Govia Thameslink Railway franchise. Until October 2021 it also operated the SouthEastern franchise.</i>		
David Brown - Chief Executive Officer (until November 2021)	July 2019 - July 2021	£1,104,000
Elodie Brian - Chief Financial Officer (until September 2021)	July 2019 - July 2021	£632,000
<i>Keolis UK Ltd is owned by the French state railways and it owns a 35% in the Govia Thameslink Railway franchise. Until October 2021 it also owned a 35% stake in the SouthEastern franchise.</i>		
Alistair Gordon - Chief Executive Officer*	Jan 2019 - Dec 2020	£873,000
<i>Trenitalia is owned by the Italian state railways and is the owner of the C2C franchise and 35% of the West Coast franchise.</i>		
Ernesto Sicilia - Managing Director Trenitalia UK Ltd*	Jan 2019 - Dec 2020	£672,514
<i>Network Rail is the state-owned infrastructure company.</i>		
Andrew Haines - Chief Executive Officer	April 2020 - March 2022	£1,150,000
Jeremy Westlake - Chief Financial Officer	April 2020 - March 2022	£859,000
<i>Porterbrook Leasing Company Ltd is one of the three main Rolling Stock Companies that own the majority of Britain's trains.</i>		
Mary Grant - Chief Executive Officer*	Jan 2019 - Dec 2020	£1,585,830
<i>Eversholt Rail Ltd is one of the three main Rolling Stock Companies that own the majority of Britain's trains.</i>		
Mary Kenny - Chief Executive Officer*	Jan 2020 - Dec 2021	£1,892,349
TOTAL		£19,322,388

Source: Each companies' latest two years of accounts/annual reports. *These remuneration figures relate to the highest paid director at each company, which we presume to be the person listed in the table.

- FTSE 100 CEOs annual bonuses leapt to £1.4 million compared to £828k in 2020 and £1.1 million in 2019. 90 per cent of CEOs received a bonus.

High Pay Centre Director Luke Hildyard said that very high executive pay was a big

part of the cost-of-living problem.

"If large employers are paying millions more to already very wealthy executives, that makes it harder to fund pay increases for low and middle income workers.

"If incomes in the UK were

shared more evenly, that would significantly raise the living standards of the people hit hardest by the current economic crisis, while those at the top probably wouldn't notice much difference to their lifestyles," he said.



YOUNG MEMBERS ON COURSE

RMT young members committee chair Rupert Pickering reports on the return of the annual general meeting introductory course

This year marked the return of the RMT young members course at the union's annual general meeting which took place in Birmingham.

The pandemic has meant the popular course was sadly cancelled in 2020 and 2021, so it was terrific to reconvene the course this year in Birmingham.

Ten delegates hailing from between Aberdeen and Portsmouth were welcomed by myself and former chair Rhys Harmer who would be convening the course.

After initial introductions, delegates studied various sets of standing orders sourced from their own branches and branches across the union. They compared rules they liked and didn't like before drawing up their own, that would cover the duration of the course.

RMT president Alex Gordon also gave a brief introduction to the workings of the AGM and delegates were issued with the RMT rulebook. We

also looked at the structure of the union and investigated the claim that RMT was one of the most democratic trade unions. We saw how the rank-and-file membership can influence and direct policy.

RMT assistant general secretary Eddie Dempsey delivered a talk on the historical advance of neoliberalism and the attacks on trade unions over the last half century and put our current industrial disputes into their wider social context of working-class political struggle.

Delegates then used RMT booklets including 150 Years of Trade Unionism, Pulling Together, and Unity in Diversity (as well as their phones) to each research an important moment in RMT history. One of these booklets had a foreword by John Leach, so it was great for the delegates to then hear from him about his time as president and the roles of a regional organiser and his

current role.

Being at the AGM, young delegates were able to observe how it functioned and would be well prepared for when they became delegates in future. Delegates also learned about the role of the AGM standing orders committee, NEC members, regional councils and Millie Apedo-Amah spoke about the union's equalities structures.

Delegates also discussed the need for the nationalisation of the transport industries and shared stories of the damage that privatisation and outsourcing had done. We also discussed how government intervention can create an economy that works for all and manage the transition into greener technologies without the harm caused by industries.

Micaela Tracey Ramos of the Cuba Solidarity Campaign talked about the role of trade unions in Cuba in creating legislation and the terrible effects of the US blockade on

the Cuban economy. To help the situation, I encourage all branches to affiliate to the Cuba Solidarity Campaign for only £40 a year. Another great way for us to show solidarity is to holiday in Cuba.

In contrast, International Centre for Trade Union Rights director Daniel Blackburn talked to us about different countries where trade unionists are continuously threatened with violence and even killed. He highlighted how in recent years two Italian trade unionists had been murdered as a result of their industrial action. He was also able to show how his organisation worked with trade unions in developing countries to help them resist victimisation.

If you are an RMT member who is 30 or younger who would like to be supported to get more involved with the union, or you know someone who fits the bill, then feel free to email me on YMchair@rmt.org.uk

RUNAWAY AT BELLE ISLE JUNCTION

Owner of a runaway road-rail vehicle told to ensure integrity of the brake system

The runaway of a road-rail vehicle at Belle Isle Junction, north London in May last year was caused by an incomplete risk assessment undertaken following a modification to the machine to fit a direct rail wheel braking system. The Rail Accident Investigation Branch also found that the company responsible did not have a thorough understanding of the unmodified machine or its original conversion for rail use. The runaway occurred at around 03:30 hrs on Sunday May 16, 2021 while being on-

tracked at a road-rail access point near Belle Isle Junction in north London. The RRV ran downhill for approximately 600 yards before coming to a stop in a tunnel. Although no one was injured, the operator jumped from the road-rail vehicle before it entered the tunnel.

Raising memories of the Tebay disaster in 2004, the road-rail vehicle ran away because it entered service with ineffective rail-wheel brakes and staff working with it were unable to stop the runaway. The brakes were ineffective because a



valve in the braking system had been left open following maintenance. The possibility of this had not been recognised during the design or risk assessment of the brake system, and the situation had not been identified during operation or regular in-service testing.

RAIB ordered the company which designed and fitted the direct rail wheel braking system to revise its process for risk assessment. It also ordered to the owner of the

machine to review its strategy for confirming the ongoing integrity of the direct rail wheel brake system.

Two more learning points were identified, to reinforce the importance of organisations which design and implement changes to on-track plant sourcing the original design information to inform their decisions and of those supplying and operating road-rail vehicles ensuring that suitable facilities are available for in-service testing. ■

NEAR MISS AT SILEBY

Fatigue contributed to a near miss between a rail grinding train and an empty passenger train

Following a near miss at Sileby, the Rail Accident Investigation Branch has made two recommendations covering fatigue risk management and managing the risks of trains with lower braking rates.

At about 05:29 hrs on May 5 2021, a train made up of machines used for reprofiling (grinding) rails passed a signal at danger (red) at Sileby Junction, between Leicester and Loughborough, resulting in a near miss with an empty passenger train travelling in the opposite direction.

The passenger train had

cleared the junction less than 10 seconds before the rail grinding train reached it. There were no injuries or damage, but the incident resulted in delays to several trains in the area.

The incident was caused by two factors. Firstly, the driver did not control the train's speed to be able to stop at the signal at danger, probably due to fatigue. Secondly, although the train's systems made an automatic emergency brake intervention, this did not stop the train before it reached a point at which it could

collide with another train. A probable underlying factor was associated with the fatigue risk management processes used by the train operator.

Three learning points were identified addressing the use of napping as a fatigue mitigation, the importance of organisations sharing safety-critical information when employees move between companies and railway procedures for post-incident management.

RAIB has also made four observations on safety implications. The first

observation identified that there was no system-wide risk assessment to control the risk of overruns arising from the operation of non-standard vehicles on the national rail network. The second observation noted that the train operator did not obtain safety-critical information about the driver when he joined the company. The remaining observations related to industry processes for managing the operational and technical response to such incidents. ■

LEGAL

LEGAL VICTORIES



RMT takes on injury cases for members at work and beyond

A member has won a substantial compensation settlement for injuries, loss of earnings and the effects on his personal and family life after sustaining an injury when working on Thorpe Road Level Crossing.

The task involved replacing some rubbers known as Strail Units, which fitted between the tracks at the crossing, thereby allowing vehicular traffic to pass over them. The machine operator brought one the wrong way round and he asked the member to take a hold with a bar so he could get a better lift of the unit.

With the pressure of the operator pushing the unit with the machine, it moved the bar with some considerable force and struck the member, causing multiple injuries.

RMT's solicitors submitted a claim Network Rail Infrastructure Limited and the employer's insurers denied liability and refused to negotiate a settlement.

Union solicitors argued that prior to the accident, there used to be a stair lifter but this was withdrawn from service leaving the member with no alternative but to use a bar further to the bobcat driver instruction in order to get the unit out. Some changes were made after the accident including a new lifting device which was argued should have been in place prior to the accident.

The injuries warranted hospital treatment and investigations, including full body CT scan. The member suffered a chest injury including a rib fracture, bruising to his thigh, head injury including concussion and lower back pain. The injuries were supported in documentary evidence including a medico-legal report obtained for the benefit of this that fully supported the injuries that the member suffered.

The member suffered losses as a result of the accident including loss of earnings due to his absence from work for 12 weeks following the accident. During this time, the member received only basic pay and lost shift allowance, night allowance and on call earnings. As a result of the time off work, they did not receive a performance bonus, had to pay for over the counter medication and paid out for travel costs for physiotherapy treatment which was required to aid recovery from his injuries. Our member also required assistance from family for a period of six weeks. All such losses were claimed as part of our member's claim.

PERSONAL INJURY

A member sustained injuries at the Lydden Hill race circuit for the BHP Performance Show. The drivers had been around

the track and as they were returning to the display arena, one of the drivers drove their car over the member's left foot and the vehicle also collided with our member's left knee.

RMT's solicitors, Thompsons, represented the member and submitted a personal injury claim to the Defendant who denied liability and refused to negotiate a settlement. The Defendant also raised that there were inconsistencies with the claim, raised causation as an issue and suggested that the member would be likely be found to be at fault for the accident too.

Thompson's argued that there was no marshal present at that time of the accident as the Defendant alleged, that there were no warning signs suggesting that the area was out of bounds and, in addition, argued that our member was only one of a large crowd of other spectators in the area at the time of the accident.

Thompson's considered that there were reasonable arguments that warranted them pursuing the claim and the decision was made to commence court proceedings.

Our member suffered losses as a result of the accident including loss of earnings over a three-week period, had to pay for over the counter medication and paid out for travel costs during the initial

period that she was unable to drive. The member also required assistance from family members during the initial stages after the accident. All such losses were claimed as part of our member's claim.

The injuries warranted hospital treatment including X-rays taken and a knee strapped. The member consulted her GP for advice and treatment, attended the hospital for an MRI scan and received physiotherapy to assist in her recovery.

As a result of the accident, our member sustained a soft tissue injury to her left foot, which was non weight-bearing for three weeks. The left foot still becomes painful and swollen if standing for prolonged periods.

The member's injuries were supported in documentary evidence including an accident report that was completed immediately following the accident and medical records further supported the injuries suffered.

Thompson's placed the Defendant on notice of the intention to proceed with the claim if they remained unwilling to enter into settlement negotiations.

Thompson's was successful in securing a negotiated settlement of £3,500. The settlement figure compensated the member for injury, losses and impact on personal and family life. ■

FREE LEGAL SUPPORT FOR RMT MEMBERS



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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.

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NATIONALISING TRANSPORT

75 years ago a Labour government nationalised much of the transport network after years of decline and lack of investment

The Transport Act 1947 was part of the left-wing domestic agenda of Clement Attlee's post-war Labour government which led to the nationalisation of the railways on January 1, 1948.

The government also nationalised other means of transport such as canals, sea and shipping ports, bus companies and, in the face of much opposition, road haulage. As a result, all these transport modes were brought under the control of a new body, the British Transport

Commission (BTC).

The BTC was a part of a highly ambitious scheme to create a publicly owned, centrally planned, integrated transport system to co-ordinate different modes of transport to co-operate and supplement each other instead of competing for funding, cargo and passengers.

After the Second World War, the Big Four railway companies were effectively bankrupt, and the Act was intended to bring about some stability and investment in the

chronically underfunded and crumbling railway network.

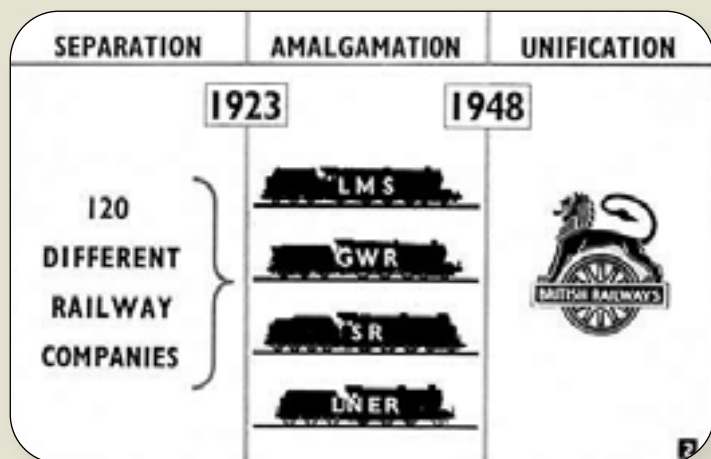
As part of that policy, British Railways was established to run the network. Shares in the railway companies were exchanged for British Transport Stock, with a guaranteed three per cent return chargeable to the BTC and were repayable after forty years.

Three of the Big Four were already effectively bankrupt before the onset of war in 1939 and were only saved from declaring insolvency by

the guaranteed income provided by the wartime government and the temporary surge in rail traffic caused by the restrictions on other forms of transport. The exchange of potentially worthless private stock for government gilts based on a valuation during an artificially created boom was, in fact, a very good deal.

The road haulage industry bitterly opposed nationalisation and, not surprisingly, found allies in the Conservative Party. Once the





Tories were elected in 1951, road haulage was soon deregulated, but the railways and buses were left under the control of the British Transport Commission.

However, in 1953 the Tories introduced another Transport Act which began the process of dismembering the British Transport Commission (BTC) and the concept of a publicly owned integrated transport system. The National Union of Railwaymen AGM of that year described the action as "an act of sabotage inspired by selfish sectional interests".

Under the Transport Act 1962, the Conservative government dissolved the BTC altogether and created the British Railways Board to take over railway duties and the Transport Holding Company to take over bus operations.

About this time Tory Minister of Transport and road-building magnet Ernest Marples – who later fled to Monaco to avoid tax fraud charges – appointed Dr Richard Beeching as chairman of the British Railways Board to turn the railways from a public service into a 'profitable' business.

Beeching went on to publish 'The Reshaping of British Railways', a deeply controversial plan to close huge swathes of the rail network together with enormous job losses. As a result, successive governments tore up thousands of miles of track and reduced the number of stations by well over half. Between 1963 and 1975

routes were cut from 17,500 miles to 11,000 miles and cut jobs from about 475,000 to about 250,000.

However, despite massive underfunding, there were many success stories under nationalisation as the west-coast line from London to Birmingham, Manchester, and Liverpool were electrified, and in the early 1970s electrification was extended to Glasgow. Track improvements and the High-Speed Train (InterCity 125), a diesel train operating at speeds up to 125 miles per hour cut travel times between Britain's major cities.

In 1979 the incoming Tory government began the long process of de-industrialising Britain including a series of privatisations, including the bus industry in 1986, but there were no plans to privatise the railways. In fact, the Tory Prime Minister Margaret Thatcher opposed the idea and was said to have told Transport Secretary Nicholas Ridley: "railway privatisation will be the Waterloo of this government".

By 1988 Thatcher's famous Bruges speech opposing any moves to a transition to a federal Europe with a single currency sealed her fate and she was removed from office by the party. She was replaced by the right-wing Europhile John Major which directly led to rail privatisation being quietly inserted into the party's 1992 election manifesto without any fanfare or debate.

The previous year the European Commission had

introduced rail directive 91/440/EEC demanding the separation of rail infrastructure and operations, open access for international undertakings and the introduction of track access charges.

Following an unexpected Tory election victory, The Railways Regulations 1992 was introduced under the European Communities Act 1972 to comply with the EEC directive to break-up of the railways and British Rail was finally sold off under The Railways Act 1993.

To do this, passenger and freight traffic were divided into 25 train-operating units and six freight-operating companies that were franchised to private-sector operators.

A new state-owned company, Railtrack, was created in 1994 to own and manage the system's track, signals, land, and stations which was then privatised in 1996. The sell-off was massively undervalued and share prices soared due to the sale of huge swathes of railway land while essential

maintenance work was heavily neglected in the name of profit.

As a direct result of this neglect a cracked rail led to a disastrous train derailment at Hatfield in 2000 that killed four people and trains were slowed down throughout the country as rail infrastructure was checked. Shares prices tumbled and Railtrack announced losses of £534 million pounds in 2001.

The British government formed a new not-for-profit company, Network Rail, that assumed Railtrack's business in 2002.

Despite these developments the privatised train operating companies and the rolling stock companies have become bywords for rampant profiteering while delivering some of the highest rail fares in the world. A recent poll revealed last month that support for the renationalisation of the railways across the political spectrum was now running at nearly 70 per cent of voters.



FRAUD: As Tory Minister of Transport between 1959 to 1964 the road building magnet Ernest Marples oversaw significant road construction and the closure of much of the rail network with the Beeching cuts. In clear breach of the House of Commons' rules on conflicts of interest, his company Marples Ridgeway won the tender to build the Hammersmith Flyover in 1960 and his Ministry rejected a lower tender. He was handed a peerage before fleeing to Monaco to avoid prosecution for tax evasion.

BLACKFACE AND IT'S SORDID PAST

As part of Black History Month Lasana Shabazz looks at racist origins of the phenomenon

With the removal of shows from streaming platforms like *Come fly with me* (2010), *Little Britain* (2003), and *Bo' Selecta* (2002) for the use of blackface a lot of audiences who once enjoyed these shows without a second thought are not impressed. Some of these audiences are very vocal: "Bring back the good old days where we had freedom" or "You can't say or do anything anymore without offending someone".

Some audiences who could consume freely feel their simple pleasures are being taken away. Although the point is these simple pleasures were enjoyed without a second thought for others and an understanding of their problematic nature and history.

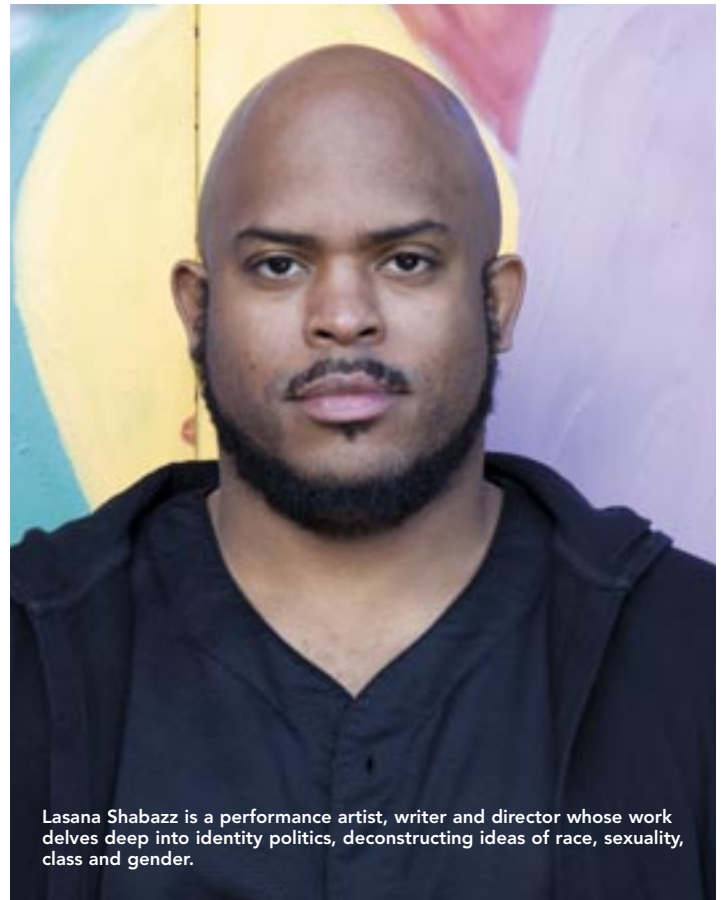
Blackface minstrelsy is alive and kicking in our society and doesn't need to darken one's skin to thrive. We see elements of it in dreadlock Rasta hats, in the way caricature black accents are used by non-black people. We see it in the way black people are portrayed in television and film as well as how they are seen in the workplace, social settings and online. I can go on about the many offshoots of blackface minstrelsy in contemporary society but before I do I need to explain what it is and where it came from.

Blackface minstrelsy was a form of entertainment that involved creating a clownish exaggeration of African

features on mostly white performers as they embodied black stereotypes physically and vocally. Skin was darkened with burnt cork, lips were widened with red lipstick and wigs were used to emulate thick and curly afro hair. The caricature fashion of blackface minstrelsy dehumanised black people around the world and portrayed them as stupid, musical, violent, overly sexual and not to be trusted.

These stereotypes were rooted in the justification of the transatlantic slave trade and stretch forward to present day. There's no set date or place of its origin but blackface minstrelsy took off as form of mainstream entertainment globally in the early Victorian era. It made its way to many British seaside towns like Llandudno and even Queen Victoria's royal court.

Black performers like Master Juba and Ira Aldridge even blacked up as it was one of the only way for them to get on stage at the time. A black performer imitating a white performer imitating a black racist caricature is a head trip to say the least. Blackface minstrelsy inspired Dutch blackface Christmas helper Zwartie Piet and Cornwall's very own Darkie Day which are both still practiced to this day. Although the most recognisable inspiration would be Florence Kate Upton's first iteration of the Golliwog, which used the blueprint of blackface minstrelsy in its core



Lasana Shabazz is a performance artist, writer and director whose work delves deep into identity politics, deconstructing ideas of race, sexuality, class and gender.

design.

This performance trend made its way to the big screen, featuring in the first ever movie *Birth of a Nation* (1915) and into the used tool box of silver screen actors like Al Jolson and even Judy Garland. All the while black people's rights internationally were being violated, devalued and dehumanised on and off stage. These many off shoots of blackface minstrelsy not only developed older stereotypes but they created

new ones, such as Black people's love for fried chicken which we see and hear in and out of the media today.

Fast forward to 1949 and Enid Blyton gave us a new reiteration of the Golliwog in her children's books starring Noddy. This reimagining made its way into homes across the UK in books, toys and on jam jars. Blackface was a household name around the world and no-one questioned its effect on actual black audiences. An effect I've heard



was confusing and traumatic from my parent's generation. The Black and White minstrel show aired every Saturday on the BBC from 1958-1978 providing Lenny Henry with his first gig. Protests were made in 1967 only to be replied with an all too commonly used phrase: "it's not about race".

When tracing the roots of blackface minstrelsy in all of its evolutionary branches for the last 200 years, you cannot deny it certainly is about race. You cannot deny ways in which black culture is consumed without a second thought by people who don't respect, value or humanise black people. You cannot deny the effect of these racist portrayals in popular culture on systemic racism internationally for centuries. You cannot deny how these hurtful caricatures have affected the way some black people see themselves, as well as how they see other black people. We have a bad habit in Britain of not dealing with the root of a problem and just cutting off the branch. Whilst removing TV shows off streaming platforms for the use of blackface is something it is still only a branch. To really address this racial pandemic of the last few centuries we need to be brave and address the roots honestly. ■

President's column

AN AUTUMN OF ACTION

As we move from a summer of solidarity into an autumn of action let's assess how far the trade union movement has come in the past year. Look at where we started. Look where we are now.

Even before restrictions associated with Covid-19 had ended, large employers in Britain were already flexing their muscles to 'fire and rehire' workers and cut wages.

In December 2020 members of Unite the union at British Airways took nine days' strike action at Heathrow Airport in protest at BA's plan to fire its workforce and re-employ them on inferior terms and conditions. Unite won a negotiated settlement in January 2021.

The same month British Gas owner, Centrica revealed plans to fire and rehire gas engineers.

Centrica's boss called on government ministers to water down Section 188 of the Trade Union and Labour Relations (Consolidation) Act, requiring employers to give 90 days' notice of redundancy – 30 days if the number of workers dismissed is less than 100. Gas engineers in the GMB union took 42 days of strike action between January and March 2021, but without success.

A year later, on 17 March 2022 P&O Ferries illegally dismissed 800 workers without notice, falsely claiming their jobs were redundant, while replacing the sacked workers with low-paid agency staff.

P&O upped the ante. This was 'fire and NOT rehire'. P&O joined the race to the bottom - a low-cost model pioneered in 2003 by Finnish ferry company Viking Line and in 2005 by Irish Ferries.

On 22 March 2022 at the Parliamentary Transport and Business Committee inquiry into P&O, Alan Bogg, Professor of Labour Law at the University of Bristol told MPs: "a determined employer with the right legal advice can achieve its goal of reducing terms and conditions with relative ease."

In other words, current UK employment law provides little or no protection to workers.

Professor Bogg called for protection from 'Day 1' of employment to make dismissal and re-engagement ('fire and rehire') unfair if employers fail to reach agreements with trade unions.

In the absence of legal protection, workers have



had no alternative but to take strike action in 2021 and 2022 defending themselves against employers' 'fire and rehire' tactics.

As UK inflation accelerated to 12.3 per cent in July 2022, wages fell behind rising costs of energy, food, housing, and other necessities. Inflation is forecast to be at "very elevated levels" throughout 2023.

In these circumstances, it's little wonder that RMT is joining with other unions at this year's TUC Congress calling for coordinated action, including demonstrations, national and regional rallies, and coordinated industrial action where possible.

RMT calls on the TUC to plan and encourage coordinated strike action between affiliates to maximise our impact and effectiveness.

I am proud that RMT's National Executive has continued to fight against rail bosses' threats to close railway booking offices, reintroduce Driver-only operation and scrap thousands of key engineering, operations and customer service jobs across the rail industry.

This union will also be supporting the TUC mass-lobby of Parliament on Wednesday 19 October as well as the People's Assembly's lobby of the Tory Party Conference on Saturday October 1 and National Demonstration in London on Saturday November 5.

Let's get on the streets in our millions this autumn to make it clear to our new Prime minister that the working class won't pay the price for greedy profiteers and imperialist wars. Unity is strength.

Alex Gordon

¹ Alan Bogg, Firing and Rehiring: An agenda for reform, Institute for Employment Rights, 9 October 2020

² Bank of England Monetary Policy Report, August 2022, Monetary Policy Summary



BOURNEMOUTH SOLIDARITY

A transport workers' strike benefit in Bournemouth raised over £1,300 for the RMT dispute fund.

Musicians such as the singing railway guard and RMT rep Mark Carter and others entertained the crowds and RMT general secretary Mick Lynch joined the event by video link.

Other speakers included regional organiser Geoff Kite and Bournemouth branch

secretary Jim Buchanan.

Jim said that RMT regions and branches were massively advantaged by working with their local trade councils and community groups.

"Not only do we find strength and friendship through solidarity, but we can build financial resilience to fight against the hardship endured by working people taking industrial action in our area," he said. ■



RMT FIGHTS FOR OUTSOURCED MEMBER AND WINS!

Outsourced TransPennine Express (TPE) worker Peter Clifford who dispatches TPE services but actually works for Carlisle Support Services has been re-instated after his RMT branch Manchester South rallied round to defend him.

Peter was suspended back in May when the conductors were out on strike. It came as a shock because he is well known and liked across the station and the idea that he could be suspended for 'attitude and behaviour' confused everyone that has ever had a conversation with

Peter.

The union called an emergency meeting and the union declared a dispute with Carlisle Support Services warning that unless Peter was returned to his substantive post RMT would ballot for industrial action.

RMT reps made it clear that there had been no due process despite the fact that Peter he had been working for three years with an unblemished record. Following a petition with quickly gathered over 800 signatures Peter was back at work. ■

RIGHT TO WITHDRAW FROM THE POLITICAL FUND

In accordance with section 84A of the Trade Union and Labour Relations (Consolidation) Act 1992 we are obliged to inform, on an annual basis, any member who joined the Union on or after 1 March 2018 that they are entitled to choose to withdraw their contributions to the Union's Political Fund if they submit a withdrawal

notice. For the avoidance of doubt, the Union does not recommend that you do this as the money it receives from the Political Fund is vital to much of the campaigning work it undertakes.

However, notwithstanding the Union's position, if you wish to withdraw your contribution to the Political

Fund you need to submit a withdrawal notice making clear you no longer wish to contribute to the Union's Political Fund. In this notice you should set out who you are, what your address is and what branch you are in. You can submit the withdrawal notice either by delivering it by hand to the Union's head office or your

branch office or by emailing info@rmt.org.uk. The Union will then action your request. You can also ask us to provide you with an electronic version of a withdrawal notice for you to complete to facilitate your withdrawal and we will do this immediately if you email info@rmt.org.uk.



Robbie

FAREWELL ROBBIE

North Thames branch has sent condolences to the family of Robert Andrew McIver, known as Robbie, a long standing RMT member.

North Thames branch secretary Darren Trigg said that Robbie was a staunch trade unionist who was never afraid to speak his mind and supported every picket line.

"Robbie followed in his father's footsteps and joined the railway 29 years ago working on the P-Way before moving over to the signalling and telecommunications (S&T) department.

"He was a genuinely good guy who was taken from us too soon," he said.

POEM - US THE RMT

When the nights drew in and the heat came down
and the bills came up, so the bailiffs knocked,
and the shopper-bosses squeezed us
for the hungry mouths we've got,

Who was it turned to stem the rot?
Who was it stood for those forgot?
Who was it faced the throttling knot?
It was we, all plain to see,
It was us in the RMT.

And when the reds in the commons ran yellow as the snow,
And the blue blood's behind the black door
Would rather quaff and let us know,
And fat raiders of the rails
tell the workers where to go,

Who was it cleaned the carriages?
ferried heroes through the blight?
Who broke their backs maintaining tracks?
Who fed the days and spent the night?
Doing what labour needed done
to carry this nation's right
It was all of you and it was all of me,
It was all of us in the RMT!

And when they tell us not to groan,
Leave it out to take our lot,
or take the dole and sit at home,
wrapping kiddies up, for what?

When they ask us who we are?
To demand us what we're owed?
When it's us that cast their throne?
Say it's us and us for all,
And it's up the RMT!

Name withheld, Orpington branch

RMT NORTH THAMES BRANCH PRESENT

SUPPORT THE RAIL WORKERS SOUTHEND BENEFIT EVENT

Friday October 14, 7.30pm – 12 @ Moonrakers, Westcliff-on-Sea

Live Music from :: David Woodcock & The Fixtures • Mucky Dennis & The Grifters

DJ :: Daryl Easlea

Guest speaker :: RMT assistant general secretary Eddie Dempsey

Moonrakers, Lamb and Lion Pub
272 Station Rd, Westcliff-on-Sea SS0 7SD

£12 solidarity entrance price
All tickets in advance from Eventbrite

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!²

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.³ You can enjoy these great savings for only £2.95 per month!⁴

PLUS you'll get a £10 bonus loaded onto your account, as a thank you from us!⁵

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.

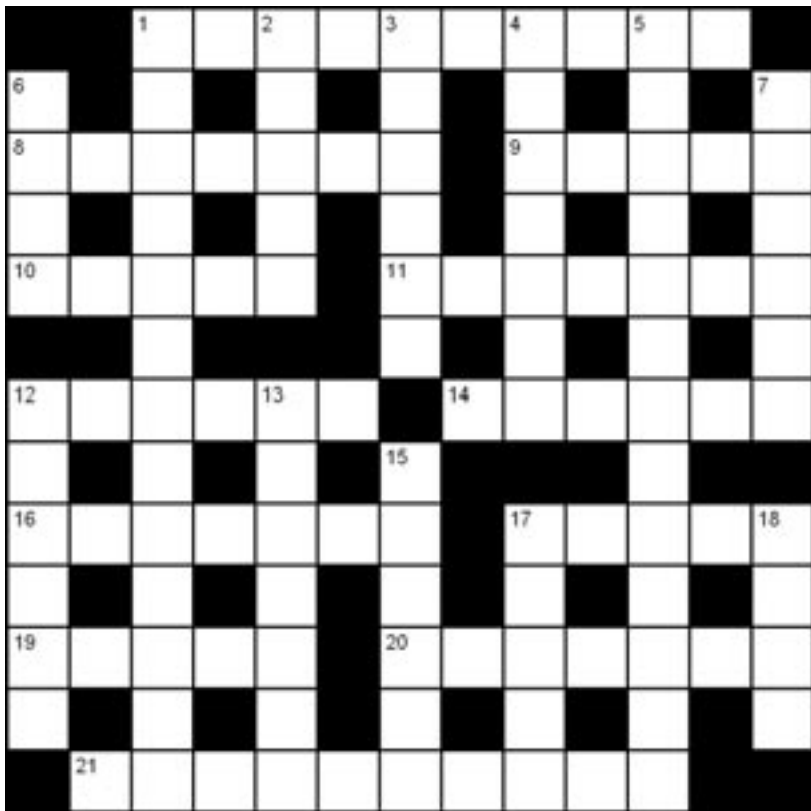
www.RMTPrepaid.com/save

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. ²Range of retailers and cashback rates are subject to change. Some retailer exclusions apply. ³Identify checks are required and these may leave a soft footprint on your file. ⁴The first payment is charged within 30 days of successful application and continues monthly. ⁵You 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 October 3 with your name and address.

Last month's winner is Chris Krudy of Duston.

ACROSS

- 1 Relating to a custodian (10)
- 8 Flight cost (7)
- 9 Attraction (5)
- 10 Belch (5)
- 11 Nobleman's domain (7)
- 12 Affected (6)
- 14 Female donkey (6)
- 16 Cocktail (7)
- 17 Stupid (5)
- 19 Taut (5)
- 20 Frugality (7)
- 21 Producing offspring (10)

DOWN

- 1 Boundary of circle (13)
- 2 Cook (5)
- 3 Seesaw (6)
- 4 Deep regret (7)
- 5 Liable to mishaps (8-5)
- 6 Joke (4)
- 7 Rodent (6)
- 12 Ill-will (6)
- 13 Three-tiered vessel (7)
- 15 Film theatre (6)
- 17 Loincloth (5)
- 18 Toy (2-2)



RMT CREDIT UNION LTD.

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

MEMBERSHIP NUMBER

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

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

1 PERSONAL DETAILS.

Surname Address

Forename(s)

Home phone

Mobile phone

Email address

Date of Birth / /

Postcode

National Insurance Number

2 **Marrital Status** married partner single divorced Drivers Licence No.

3 **Your Employment.**

Employer

Job Description

RMT Branch

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

5 **Membership Status**

RMT TU Member Retired RMT TU Member RMT Family Member

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

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

8 **Next of Kin**

Address

.....

.....

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

Your signature

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

I agree to my identity being checked electronically

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

Date / /



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



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

Name and full postal address of your Bank or Building Society

To: The Manager Bank/Building Society

Address

Postcode

Name(s) of Account Holder(s)

Bank/Building Society account number

Branch Sort Code

Originator's Identification Number

9 7 4 2 8 1

Reference Number

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

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

Signature(s)

Date

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

This guarantee should be detached and retained by the Payer.

The Direct Debit Guarantee

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





Britain's Largest Specialist Transport Union

STOP *the profiteering*

An RMT report has revealed that the government's switch to management-fee based contracts **guarantee around £124 million each year** for train operating companies, restoring profits for the year to £600 million across the industry for 2020-21, with every owning group improving its position during the pandemic year.

The 'Fat Cats' have lobbied for these changes because of the failures of franchising and they are now reassuring their investors that there will be regular dividends from their rail operations.

Network Rail has also been told by the government to make **£billions of cuts**. All this is being paid for by slashing jobs, cutting services, closing ticket offices and suppressing the wages of transport workers.

START *investing in rail*

The entire transport system is under threat from years of profiteering, job cuts, pay freezes and attacks on terms and conditions.

Rail workers have had enough!



Join the fightback... JOIN RMT

Protecting our members' interests is our priority
Join us today

rmt.org.uk FREEPHONE 0800 376 3706 RMTunion

