



100% FERRY CAMPAIGN UPDATE

November 2021

INTRODUCTION BY NATIONAL SECRETARY DARREN PROCTER



For all of our members employed within the Ferry sector this campaign is the single most important campaign for you. The focus is on 100% membership density, but much more than that, ensuring that every seafarer is a member of the union is to ensure that every vessel is organised. Is your vessel organised? Do we have elected reps on every watch, both industrial and safety representatives? If not, why not? It is the collective responsibility of every member, branch and lead officer to ensure that we are organised within your workplace to ensure we are able to deal with your local issues in a prompt manner, to protect and improve your terms and conditions and ensure that any attack on any individual or collective terms will be met with an industrial response.

That cannot be achieved if we are not organised onboard your vessel or across your company. The more members we

have in the union, the stronger we become and that collective strength is then used to secure improvements to job security, terms and conditions, pay, safety and pensions. Irrespective of which ferry company you work for or which vessel you work on, we can improve how organised we are by asking every member to become active, supporting your reps and becoming more involved in union activities. Generally, there is an over reliance within the workplace on your shipboard representatives and if you can help support, in any way possible, or want more information on how to become involved then ask your shipboard representative how you can do so or get in contact with your branch secretary or lead officer for more information.

*Regards,
Darren Procter*

SHIPBOARD VISITS

The National Secretary and Regional Organisers have been onboard ferries at various Ferry companies over the past few months and as restrictions ease we want to ensure we can be onboard as many vessels as possible, engaging with members face to face, updating you on key issues, listening to what is concerning you and doing all that we can to improve workplace organising and increase membership as part of our **100% Ferry campaign**.



National Secretary on a recent visit to Calmac



National Secretary with Northlink members



National Secretary with members onboard Stena Brittanica



Regional Organiser Gary Jackson onboard P&O Ferry in Hull

PENSIONS

All members should have received updates on our Maritime pensions campaign, covering a number of important topics relating to pensions and life cover. Pensions are a complex subject matter and as an RMT member should you want a copy of the maritime pension updates or have a pension specific query then contact your pensions officer Paul Norris at p.norris@rmt.org.uk

PENSIONS MATTER

Are you saving for your retirement?
Are your loved ones protected in the event of your death?

For more information on the RMT Maritime Pensions Campaign visit www.rmt.org.uk/about/pensions

If you require pension help please contact RMT Pensions Officer, Paul Norris at pnorris@rmt.org.uk or tel 020 7529 8806

APPRENTICESHIP UPDATE

RMT has for some considerable time been placing an emphasis on the need for Government, industry and employers to invest in ratings apprenticeships, given the age demographics of UK ratings.

A meeting was held recently with lead officers with responsibility for shipping companies and a positive discussion surrounding the development of our apprenticeship strategy within the Maritime sector. Within the ferry sector Calmac has lead the way in recent years in terms of Apprentices, however we have to ensure that every company is investing in ratings training with improved numbers and not the bare minimum which has been the case at some companies in recent years. Here are the latest figures for the recent intakes of apprentices in those Ferry companies where we have recognition:

Stena Line 27

Calmac 20

DFDS 15+

P&O 6

Northlink 6

Every member should make every effort to ensure that apprentices sign up with the RMT and understand the importance of trade union representation and collective strength.

WORKPLACE HEALTH AND SAFETY

A number of concerns have been highlighted recently regarding health and safety ranging from 6 hours on, 6 hours off shifts, extended roster requests, hours of rest non-conformity issues, poor covid measures and fatalities within the Irish sea during cargo operations. There have been a number of fatalities and serious injuries in recent years and discussion has been taking place internally within RMT regarding corporate accountability. Is it a coincidence that these incidents are more common on low cost labour vessels with extended tour lengths of 2 months+?

Your union will continue to raise our concerns with the appropriate people and at the appropriate forums, in the meantime we need to ensure that every ferry has RMT Health and Safety reps in place, who have received the appropriate training, participate in risk assessments and safety inspections and strive to improve the safety culture onboard your respective vessels. Health and Safety is not a tickbox exercise for the employer to satisfy the MCA and we need to ensure we are pro-active on every vessel with regards to health and safety.

If you have concerns regarding practices on your vessel then get in contact with your branch officials, lead officer or contact Jonathan Havard in our health and safety department at j.havard@rmt.org.uk

MENTAL HEALTH

The issue of Mental Health on ships has been compounded further by the pandemic and this is an area that we have recently initiated a campaign to establish best practice. Some employers have developed educational courses, support networks and are having a proactive approach to Mental health, whilst others are doing the bare minimal. How well do you think your employer is approaching mental Health? For more information on the campaign or materials for your workplace get in contact with j.havard@rmt.org.uk

YOUR MENTAL HEALTH MATTERS

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

RMT

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

GET ACTIVE, GET INVOLVED!



LIFEBOAT CONCERNS

Fear is still a big issue amongst our members where lifeboats are being used. We have recently created a lifeboat working party and any members who have concerns, queries or who wish to become involved in this working party should contact Jonathan Havard in our health and safety department at j.havard@rmt.org.uk

RMT WOMEN

Within the Ferry Sector we have the highest percentage of women within the maritime sector, yet we very rarely hear of women specific issues and have very few women involved within RMT Maritime branches. Why? We have around 400 Women members employed within the Ferry Sector at the moment and we would like to encourage all women employed within the Ferry sector to tell us how we can improve your accessibility and activity in our structures.



NMW NOW APPLICABLE

Both P&O and Stena have had to increase rates of pay for overseas workers employed within the Irish Sea routes as a consequence of the introduction of the National Minimum Wage (NMW) legislation in October 2020. This is as a direct result of RMT campaigning, highlighting the embarrassing rates being applied and holding aloft the contracts of employment of exploited seafarers within the UK Ferry sector. We will of course continue campaigning for the NMW to be applied on international Ferry routes and this was supported during debate in the House of Lords in 2020. The fact the NMW is now applicable to seafarers is not necessarily something to celebrate, although we recognise it as an achievement, the objective is to have all ratings on RMT Rates of pay and collective terms and conditions of employment with 100% membership on every vessel.

THANKYOU

We would like to place on record our thanks to all shipboard representatives, without doubt your elected shipboard representatives are the most important position to our members, they are the activists who deal with your daily issues, communicating with branch officials, lead officer or national officials to answer your questions and queries, more often than not in their own time. It is vitally important that all members support your elected shipboard representatives and be reminded that to be active within your union you don't have to be a representative. By supporting your reps in any way possible, whether this be compiling an argument over a particular concern onboard, becoming more involved in an issue of interest to yourself, perhaps pensions, women's issues, equality, young members or department specific concerns this would be a huge help to your reps. Speak with your rep today and help with becoming more organised onboard your vessel in an effort to ensure 100% membership density and a strong workplace.

ACCIDENT ONBOARD

For any RMT member who has an accident onboard your respective vessel, can we remind you to ensure that the accident is logged ASAP in the accident book and you get copies of any documentation along with photographic evidence. Should you decide to take a legal claim against your employer this evidence would give you the best opportunity of success. Without such evidence and documentation your case would prove difficult for our legal representatives. Should you or an RMT Colleague have an accident onboard you should speak with your workplace representative, branch official or regional office and request an L1 form.

CONTACT DETAILS

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

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

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

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

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

NO NEUTRALS IN THE WORKPLACE!

It is in the interests of every member to recruit non-members on your respective vessels and it is now easier than ever to join the RMT, you can simply scan the QR code below to join the RMT. If you are reading this and you have made a conscious decision not to join the RMT we are respectfully requesting that you reconsider that decision and join your colleagues, strengthening the voice of the seafarers onboard your respective vessel, protecting yourself in the event you will need individual representation and ensuring that you are on the same side of the table as your shipmates and not that of the bosses!

**Scan the QR Code to join RMT
or visit**

www.rmt.org.uk/join



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www.rmt.org.uk