



THE TRAINCREW CHARTER



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RMT is the union for traincrew, including drivers, Guards and other on-board staff. We fight to defend the jobs and conditions of our traincrew and to promote the proper staffing of our railways.

For too long, governments and train operating companies have seen traincrew as a cost to be cut. RMT has been the voice for these hard-working staff. The RMT has fought ceaselessly against attempts to bring in Driver Only Operation and cut Guards from our passenger services and even to bring in Driverless trains on our Metro and Underground services.

RMT believes that traincrew are at the heart of a railway that values its passengers and sees them as more than fares to be collected or cash cows for profiteering.

RMT'S STRATEGY:

The Traincrew Charter sets out our vision and lays out our demands for on board staff. We will use it to win political support for its demands and we'll work to get its principles embedded in agreements with our employers. But we also need members to use it to recruit among traincrew. The more traincrew we represent, the greater will be our bargaining power as our employers will know that when we speak, we speak for you.



THE CASE FOR TRAINCREW:

- Travelling by train is safer with a Guard – Guards are ‘safety-critical’ staff, trained and armed with skills and knowledge that enable them to respond a wide range of emergencies on the train. Beyond their operational duties, they are the front line of passenger safety and comfort on the train, keeping people safe when they travel. On the post-Covid railway, these safety-critical staff will be even more important in ensuring that passengers can travel safely and with confidence.
- Passengers want more Guards – Passengers know the value of Guards. Even before the pandemic, passengers consistently identified on-board staff presence as being a vital part of the ‘security package’ for people travelling on the railway. Transport Focus research has made it clear that visible on-board staff will be vital to rebuilding passenger confidence in using the railways after Covid-19.
- Disabled people want more traincrew - Every time that disabled people are asked what would make the railway more accessible to them, they highlight more staff, especially on-board staff. Even the government’s own research acknowledges this. If the industry is serious about accessibility, the single biggest step forward it could take would be to ensure at least one Guard, trained in assisting disabled people, on every train.
- Driverless trains are a dangerous gamble with people’s lives. Drivers can observe the track ahead and try to avert catastrophe by looking out for potential suicides and accidents, broken rails and wrong signals. Trains with drivers, working with Guards and station staff, are also vital to ensure a safe platform and train interface.



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- So called 'Driverless trains' are a risky gamble with passengers' lives. There must be no extension of driverless trains on Metro, Underground or any other services. Where automatic train operation technologies are used, it must be through agreement with RMT.
- There must be a Guard at all times on all passenger services. There must be no extension of DOO or DCO on any route or service. Where trains have operated without a Guard, RMT will seek agreement to restore them.
- There should be a Guard in every portion of a multiple – unit train in passenger service where no through gangway is provided.
- The Guard is the person in charge of the train at all times and instructs the Driver regarding movement and dispatch of trains. The Driver controls the movement of trains. This also applies in a divided train situation.
- The Guard should have full control of the power operated doors. Existing rolling stock without this facility should be modified to ensure the Guard has full control for energising door panels. New rolling stock should be built to this specification. The guard should instruct the driver in train dispatch from stations.
- Guards are skilled, safety critical staff. They shall be fully qualified and knowledgeable in all operational matters including: route and rolling stock knowledge; local working instructions in stations, yards, sidings; emergency protection and evacuation procedures including full detonator protection.



- Guards are responsible for reporting defects affecting the movement of trains. All train management systems should allow full interaction by the Guard. Guards will also ride with and assist the driver in the event of any failure in the Driver Safety or Driver Vigilance devices and perform continuity brake tests when trains enter service or following any attachment of detachment.
- Guards are a vital source of on-board information for passengers. They provide live information updates helping them to navigate the rail network. They can keep in contact with Control during the journey, especially when there is disruption, or a change to train running.
- Guards play an invaluable and irreplaceable role in ensuring the safety and comfort of passengers, far beyond their operational duties. Every day, they patrol the train, identify passenger emergencies, protect vulnerable passengers, deter and deal with anti-social behaviour and sexual harassment. There should be proper recognition of this role, together with appropriate training and support to help Guards deal with on-train situations.
- Guards play a critical role in ensuring the railway is accessible to disabled, elderly or vulnerable passengers. Guards must receive fully paid and regularly refreshed training in equality and accessibility support duties, involving input from appropriate organisations representing disabled and vulnerable people.
- Managers, who are not trained in the full range of Guard or Driver competencies, must not be used to work a train as a Guard or Driver, either for commercial reasons, to manage rostering deficiencies or to cover staff shortages, except in defined emergency situations only agreed with this union.



- There must be an end to the culture of de-staffing, downgrading and casualising staff and intensifying work. We support the introduction of new technology to assist our members in their roles in ensuring the safety of passengers, but this must be done through agreement with unions and with proper training and support for staff.

RMT – WINNING FOR TRAINCREW

RMT has fought long and hard against the attempts by successive governments and train operating companies to de-staff our trains. This is not about resisting new technology. RMT believes that technology and the jobs of train crew should develop and evolve together through agreements with unions. But the truth is that for decades, attempts to bring in Driver Only Operation or Driver Controlled Operation have been motivated by attempts to cut costs and raise profits on our privatised railway. The interests of the passengers and staff who make up our railway have been ignored and disputes have been forced on us.

By being prepared to take united action to defend traincrew jobs, RMT members have forced a series of retreats and concessions on employers that keep the Guard on the train. At the same time, we've built campaigning support for traincrew among politicians, passenger groups and the wider public. RMT will keep up the fight for traincrew.

Join us today!

**To join call FREE on 0800 376 3706 or join online here...
www.rmt.org.uk/join**



accessible toilet

6B

121209

Wish you good luck



Pumpkin

EAST MIDLANDS TRAINS

Platform 7



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