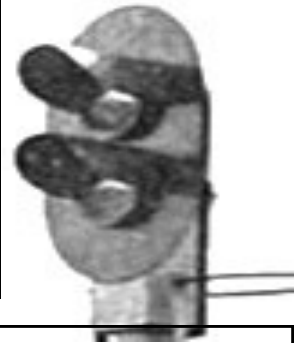


SIGNAL

RMT Newsletter for the Liverpool Street Group



August 2011

“Unity Is Strength”

Issue five

Brothers & Sisters, the weather may have been very changeable over the last four weeks since the last issue of Signal, but not a great deal has change for us at LUL.

Reasonable Force—False Security?

There are two issues that have come up recently which will be looked at here before moving on to items that are more longstanding. First of all in one recent newsletter from LUL known as **Challenging News** the manager of the Workplace Violence Team wrote about the use of “counter-attack” and “reasonable force” by staff when under attack by a member of the public. This article was made known at the H&C Branch who shared the concerns of the local rep.



Basically the concerns are these: it is felt that article may mislead staff into believing that there will be no consequences to face should they retaliate against an assailant. Let us be quite clear about one thing. Often a court decides whether or not reasonable force has been used. If you respond with reasonable force you are immediately at risk of a counter allegation of assault being made against you! There you are assisting at a POM, helping a VIP onto a train, on a station walk just doing your job when some disgruntled, intoxicated drunk decides to take out his anger and frustration on you. You get slapped around, pushed about and have no place of safety to retreat to and the

assailant is blocking your path. You hit back to prevent further assault or push the thug away to make your escape and he stumbles and falls, when the police arrive the lout says you attacked him, and then some busy-body comes out of nowhere and says he saw you attack the lout who is now doing the ‘yes sir, no sir’ routine with the police.

You might then find yourself in a terrible situation where you are accused of assaulting a member of the public, arrested and charged. All you have done you say is use self-defence, but **under the Code of Conduct you can be summarily dismissed for being charged with a crime by the police even if you are innocent!** You can also be dismissed for bringing the company into disrepute! So will London Underground stand by the words of the workplace violence team manager and by you? Or will a stink created by the Evening Standard or similar rag find you on a charge of Gross Misconduct before a disciplinary board? And supposing you do go to court and are wrongly found guilty? Will LUL keep you on the payroll?

Recently London Underground refused to allow the Regional Organiser for RMT onto its property they thought he was a threat to safety because he had been accused of assaulting someone on a picket line and found guilty. However, on appeal he was found to be INNOCENT? Supposing that was you, you'd have been sacked – no questions asked, and if you like the RO were found innocent the company would be under no legal obligation to give you your job

back! Is that just? Is that fair?

If London Underground were to agree not to take any disciplinary action against staff who are accused of assault when they have used what they believed to be reasonable force to prevent further attack or to effect escape from attack, and even if the member of staff was found guilty in court and LUL agreed to keep that member of staff in employment until the outcome of an appeal had been heard then we will have no problem with the article. Until such an agreement is made that article is viewed as giving staff a false sense of security and therefore posing a potential danger.

DISPLACED TO GROUP RESERVE? MOVED GROUP? MOVED HOUSE? CHANGED GRADE? PROMOTED?

Notice of any moves you make should be reported to your [local rep](#), your [branch secretary](#) or to RMT [head office](#) because this:

- ◆ Helps the Union to keep you informed of things that matter to you, by post, email and text.
- ◆ Ensures you can take part in ballots for industrial action across the combine or in your area.
- ◆ Ensures that you can vote for your local rep at the right branch.

If you work on the Liverpool Street group you cannot vote for or stand as a rep unless you are a member of the Hammersmith & City Branch. To inform someone of these changes click a link above to send an email.

ORGANISE TO WIN

(Continued n page 2)

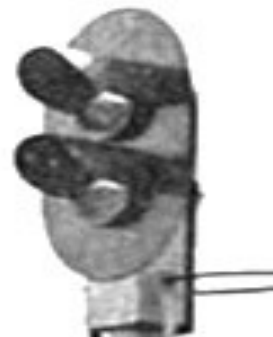
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- Get a form from your local RMT rep
- Phone 0800-376-3706
- Join online: www.rmt.org.uk/join

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“Picket lines: the final court of appeal”

ISSUE FIVE

Olympic reward & recognition meeting

From *Stations Functional Council*:

“The TU’s met with the company for the first time since March to discuss what reward & recognition employees would get for acknowledgement of our work over the Olympic period next year. Laughably LU have proposed an enhanced CSS bonus with an offer of £200 over the existing bonus scheme (taxable) if we attain the mark which LU will set.

Obviously all 4 Unions rejected this offer stating that we want a guaranteed bonus for our members and something that’s payable as close to the Olympics’ as possible not over a year later! Any members that may have left the company between the Olympics and the following April would not receive this proposed bonus nor would TfL employees who aren’t within the CSS bonus scheme. The company is relying a lot on the good will of staff to cover the staffing shortages (Ironically 450 extra staff are needed, the same amount as cut under OSP!) on O/T and the TU’s feel this current offer is an insult bearing in mind LU have given away well over £3.5 million in free oyster travel cards for the games and only recouped the manufacturing cost of the oyster card from the London Olympic games committee.

Barbican/Farringdon

With the news about Farringdon being upgraded to SS1 and Barbican reverting to SS3 later this year the TU’s had concerns over what happened

to those SS’s who didn’t get SS1 qualification and therefore wouldn’t be able to work at Farringdon. During meetings with Level 2 reps and senior LU managers it was assured that no one would need protection of earnings as no one would lose their SS2 status. Initially level 2 reps were told that those unsuccessful in gaining SS1 would remain at Barbican and when a vacancy arose at Barbican it would be filled with an SS3. LU appear to be going back on this now and have stated recently that no decision has been made on what will happen with those unsuccessful as this situation is unique in that it involves 2 stations and the precedent that has been set in the past has only effected 1 station (Shepherds Bush Central and London Bridge being the most recent

examples).

The TU’s will again be meeting management once the SS1 assessments have been carried to continue this conversation.”

British Transport Police

Liverpool Street station is policed differently from the other stations in that the BTP form a hub with the NR and the LUL stations. Questionnaires are available for all staff in the SS office at Liverpool Street placed there by a Chief Inspector to find out what we think about the BTP service provided. The forms are anonymous. Please take the opportunity to fill one in as this could improve the service staff receive at Liverpool Street.

Uniform Consultative Committee

Your local rep was recently co-opted to the UCC a sub-committee of the Company Council which deals with issues relating to staff uniforms as a stand-in for another rep who was unavailable. There were several items on the agenda for that meeting, but the issues that were most relevant to the Liverpool Street Group were those of Dry Cleaning Vouchers and of station staff being allowed to wear the train-op fleece. Presently there are plenty of vouchers to go round at the current level of uptake until October 2012—the

IMPORTANT NOTICE

Annual General Meeting of the RMT Hammersmith and City Branch.

Wednesday 5th October @ The Exmouth Arms Starcross Street, Euston 5pm where you will elect your branch officers and local representatives .

REFRESHMENTS PROVIDED

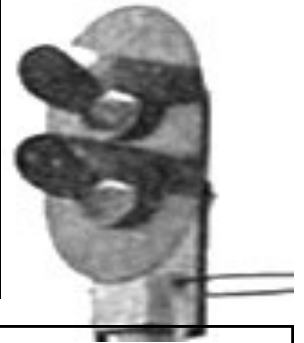
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Issue Five

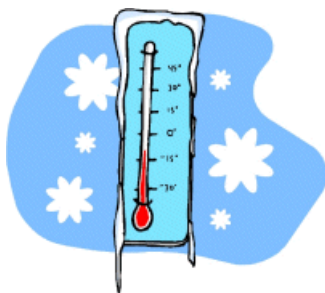
AG1's however do not have any means of ordering them which is a ridiculous situation because LUL has to pay for the vouchers up front and the vouchers have an expiry date. If the AG1's can't order them, and you cannot use them that is money down the drain! There is the idea that vouchers may already be allocated to groups and depots where they are unused. At the UUC meeting your rep asked if unused vouchers could be requisitioned and then redistributed to areas of greatest need. The manager who chaired the meeting—Rob Smith—said that he could see no reason why the vouchers should not be redistributed. We shall wait and see. On the issue of the fleece. Many staff have complained year in and year out that the uniform simply is

changed to incorporate the fleece as an item of uniform for station staff. Grant Dyer for LU Management replied that the issue had been raised, but that LU believes it is nice for customers to see staff dressed smartly, and that the fleece is too casual. Your rep replied that he agreed with Mr. Dyer, but added that it was also true that the Standard prescribed when and how certain garments should be worn for example and

keep us informed of any developments as they occur.



that far from replacing the blazer as the standard garment, the fleece could be issued to staff in line with the Standard if the Standard stipulated that it should only be worn under the rain coat or parka and not as a substitute for either or the blazer thus preserving the smart appearance of staff on stations whilst keeping them warm. Management responded in a way suggesting that this idea had never occurred to them nor been raised at the meeting. Other reps concurred with the idea which was minuted and which is likely to be discussed at the next UCC meeting. Your local rep will approach the rep who usually sits on the committee to ask if she will



not warm enough in the winter and have innovated for the sake of warmth by wearing all sorts of things not approved. The reason staff are not allowed to wear the fleece according to the minutes of the last meeting is that “they are not in line with the LU Uniform Standard for station staff”. Your local rep asked whether or not anyone had ever requested that the Standard be

Hammer&smith & City Branch

Meeting dates for 2011 @
The Exmouth Arms
1 Starcross Street
Euston
NW1 2HR

The nearest Tube stations are Warren Street, Euston and Euston Square.

The meeting dates are as follows:

1st June	
6th July	3rd Aug
7th Sept	5th Oct
2nd Nov	7th Dec

All meetings are normally on the first Wednesday of the month
The start time is 17:00.

Every member should make the effort to attend. It is in your best interests to keep up to date with the real issues and discuss any problems that maybe affecting your work or any other matters, e.g. accidents at work, harassment in the workplace, general representation, grievance hearings.

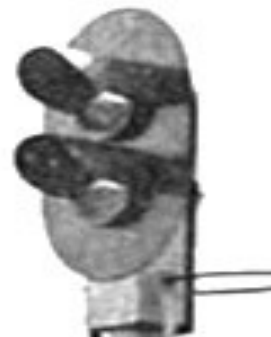
For further information or any assistance, please contact:

Mark Harding, Branch Secretary
07930 138701

Sandra Hunt, Branch Chair
07766 024115

SIGNAL

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August

“An injury to one is an injury to all”

Issue Five

This Safety Bulletin is provided for your information. Some of you will already have undergone escalator training. Others will be booked in soon. When more information on this matter becomes available you will be notified.



Stations and Revenue Control Safety Council

URGENT SAFETY BULLETIN July 2011

For attention of all Stations, Revenue Control and SRT Staff

Wheel Chair Ramps.

LUL are looking at trialing the laying of wheel chair ramps to assist wheel chair users to board/alight trains at approximately 20 specific stations across the system in readiness for the Olympics.

At present we (Safety Council reps) are in the process commenting on the relevant safety documentation that LU have produced and provided to us.

We have been advised by our Functional Council industrial colleagues that at present there is no agreement for LU staff to lay these ramps on our platforms/trains. At present we are advising local safety representatives not to take part in discussing and participating in local trials relating to this activity and/or taking part in any workplace risk assessments.

Assisting wheel chair users on escalators.

We have been advised by safety representatives and staff that LU have been rolling out a training package for our staff to assist in this activity.

There is no agreement for LU staff to undertake this activity or the training package that is being given to staff. There are still a number of safety related risks/issues that have to be addressed before this activity can be undertaken and we would advise local representatives to refer any problems regarding this working practice to us.

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