

# YOUR JOB SERVICE CONTROL FUTURE



JUNE 2012

## INDUSTRIAL ACTION

July 1<sup>st</sup> has been set as the date for a strike to begin on all lines affected by the Service Control Dispute.

Page 1

## CLOSE THE CABIN

If you're in the situation when you need to close a cabin or control room we can tell you just how to do it, and safely.

Page 2

## WHY SHOULD I STRIKE?

RMT members across Service Control will be taking part in industrial action, will you?

Page 4

## Service Control Strike planned for 1<sup>st</sup>-4<sup>th</sup> July.

Service Control staff across London Underground are due to take strike action in all Piccadilly, District, Metropolitan, Circle and Hammersmith & City Line Control Rooms and Signal Cabins.

London Underground's new super control centre was the main point of talks this week at ACAS as your representatives negotiated with London Underground over key points to get your future secured, gain you financial protection - and not see you standing on a gateline in the coming years.

The RMT have put forward the following key points for negotiation:

All staff in the Service Control grade at or before 2015 will have the following:

- Full financial protection throughout their career at LU, meaning when their cabin or control room closes they are guaranteed to never take a pay drop.
- All staff wanting to go into Hammersmith Control Centre will have the opportunity to do so and those who don't will go to a grade and location of their choice, with as good as or a higher grade.
- All staff willing to stay in a cabin or control room until it closes and to 'turn the lights off' will be given a remuneration package.



Have management asked you if you're going on strike?

If a manager asks you whether you're coming to work on a strike day or taking part in industrial action just tell them, "I haven't decided yet".

Managers don't need to know what your plans are regarding industrial action and even if you have decided to take part in industrial action you aren't required to give them any notice or inform them.



Control Rooms and Signal Cabins with automatic working being left in automatic working while un-staffed and un-supervised are a very dangerous tactic. Some LU managers may try and convince you differently. You however though are still responsible & liable; you could go to court; you could go to jail.

London Underground has very cheekily forgotten to include a section in their new rulebook regarding the closing of signal cabins and control rooms. However we do have our own advice on hand from our Health & Safety team.

At least 30 minutes before the official finish time of your duty inform the Service Controller & Service Manager that you will be closing the cabin for traffic by the end of your contractual duty as your relieving member of staff isn't available.

Inform them that you will not be accepting any more trains into your area of control, you will clear only the current trains in your area until your diagram is clear or you have them all secured in station platforms.

Inform the Service Controller what the last trains you are accepting are and that you will inform them once they are clear of your area. Do not be bullied into accepting any more trains, if this happens inform them you have completed your contractual hours and are not required to do forced overtime.

Once all trains are clear of your area return all

signals to danger, return all automatic working areas to manual and inform all liaising control rooms, service controllers & manager that your signal cabin or control room is now closed and what your last trains were.

Then write in the log book all the previous details. Ensure all equipment such as radios, computers, fires are switched off, that all doors and windows are secure and you lock the signal cabin or control room when leaving to prevent un-authorised access.

The RMT is also putting forward a plan for those who wish to stay in Service Control but who want to go to other locations to be given the chance and opportunity to do so without any complex application processes. This plan though has seen objection from LU who want to cherry pick favourite staff across Service Control and in some cases see staff from closing control rooms be sent to stations.

## Do's

During Industrial Action

**Follow this simple list of do's to support yourself and your future.**

- **DO** Support your colleagues also taking part in Industrial Action and keep in contact.
- **DO** Take part at your local picket line and politely encourage your fellow colleagues not to cross it or book on for duty.
- **DO** fully take part in the industrial action by not working that day.
- **DO** encourage all colleagues to join the RMT or support the industrial action.

## Why areas with automatic working should be left in manual and no trains allowed to enter...

Firstly, if a failure was to occur at a semi automatic signal not involving points, the authority to pass a semi automatic signal can ONLY come from the signaller. If a box is unstaffed then the train cannot proceed.

Secondly, if a failure was to occur at a semi automatic signal involving points, apart from the above, no signaller would be available to oversee the securing of points, place protection or carry out the route card procedure.

Thirdly, if a track or an intermittent signal failure was to occur while an area is in automatic or king and technical staff were deployed, there is nothing to protect against the failure rectifying itself and a train proceeding with people on the track. Training states that in any failure situation, automatic working is NOT TO BE USED.

Fourthly, failures could be reported incorrectly, and cause a safety related situation. All fault diagnosis and information passed to FRC is done by the signaller, if there is no signaller the way a job is reported could be incorrect (by a controller, DRM or otherwise) and could lead to a method of working which is not the safest.

## Dont's

During Industrial Action

**Follow this simple list of dont's to stay safe from LU during Industrial Action**

- **DON'T** go to work! Ensure you fully take part in the industrial action.
- **DON'T** believe management whispers promising you a promotion if you come in.
- **DON'T** use your staff Oyster card during industrial action days when you're meant to be at work - or your nominee pass. Management will bully you for this.
- **DON'T** go into your control room or cabin just to visit or see who has gone in.
- **DON'T** be forced into coming in early or at a different time to suit your manager for your next shift on duty.
- **DON'T** post a facebook status boasting about being on strike especially if you have LU listed as a workplace.

Semi-automatic areas where there are not illuminated 'A' signs cannot be left in automatic or king working. For the above reasons the RMT recommends all of these areas are returned to manual and signals placed to danger when a cabin or control room closes.

**When can a worker refuse to work or carry out a managers instruction?**

A worker can refuse to work if he or she has reason to believe that one or more of the following is true:

***"Any machine, equipment or tool that the worker is using or is told to use is likely to endanger himself, herself, another worker or the general public."***

## Can I have a choice if I take part in industrial action in my workplace?

Of course everyone has a choice if they want to take part in industrial action but it's that same choice that made you join a union; the best option to protect your career, gain your salary, conditions, holidays and benefits you now have.

By joining that union you decided to stand by your colleagues and not to take advantage of them when they are in a needing situation. You also decided to abide by those unions rules when signing the membership.

Any decision to take part in Industrial action is taken by all the members in a democratic process and only as a last resort.

What does the RMT Rule Book says?

### Failure to Comply

Failure on the part of any member of the Union to comply with any order or direction of the Council issued in accordance with these Rules may be dealt with as laid down in Rule 2, Clauses 18 to 21.

### Expulsion

18. The Council of Executives may expel from the Union any member or members who in its opinion has or have:

(a) conducted themselves in a manner deemed to be inconsistent with membership of the Union;

(b) injured or discredited the Union or otherwise acted contrary to the interest of the Union and its members;

(c) refused to undertake or to comply with the duties imposed by these Rules;

(d) refused to comply with, or acted contrary to any decision or instruction issued in pursuit of any movement or proceeding authorised by the provisions of Rule 22, or with any decision or instruction issued by any committee having jurisdiction under these Rules over the member or members concerned;

(e) knowingly participated in or been party to misrepresentation, misappropriation, misapplication or fraud in respect of any of the funds or benefits to which these Rules apply;

(f) attempted to bring about the dissolution of the Union other than in accordance with the provisions of Rule 25.

**19. Every expelled member shall cease to have any claim on the funds and benefits of the Union, and shall forfeit all right to participate in the privileges thereof.**

The RMT Rule Book is available online at [www.rmt.org.uk](http://www.rmt.org.uk)

**“The right to strike is a fundamental human right. It gives workers dignity in employment; the right to protest without fearing for your job, your home, your family. It is what separates workers from servants.”**





# Support the Industrial Action

Do not book on for any duty between

**19:00 Sunday 1<sup>st</sup> July**

**and**

**19:00 Wednesday 4<sup>th</sup> July**

This is for all staff in the following locations:

Amersham Signal Cabin, Baker St SCC (District, H&C, Met)  
Barking Signal Cabin, Earls Court Control Room, Edgware Road  
Signal Cabin, Hammersmith Signal Cabin, Harrow Signal Cabin,  
Rayners Lane Signal Cabin, Rickmansworth Signal Cabin,  
Upminster Signal Cabin and Whitechapel Signal Cabin.



**YOUR JOB**  
**SERVICE CONTROL**  
**FUTURE**

## What to do if a manager arrives to take control of signalling equipment.

When a manager arrives for a refresher or to take control of signaling equipment you need to ensure they have all the right documentation and that you are not leaving safety critical signaling equipment in the wrong hands.

One thing to remember is the LU Cat 1 Standard for Signal Cabin/Control Room operations. You must ensure you are relieved by a competent person.

Someone who is competent must carry a Safety Critical License and current CMS Log Book. Both must be valid and in date, particular attention should be paid to the date of their last refresher. If the period of time is more than 4 months then it is advisable to refuse control of the equipment as this is a substantial time in which equipment and regulations could of changed.

If they have come to refresh this has to be done with a SCAC, SCSM or Signaller who holds the relevant NVQ's and LU registration for assessing. (note not registration for training.. registration for assessing)

The individual would need to be observed by a CMS assessor who is themselves competent in the activity they are assessing.

If none of the above criteria can be met, the signaller should politely decline being taken off by this individual and ask them to leave the Signal Cabin or Control Room. Should the individual refuse to leave then consideration should be given to summoning the assistance of the British Transport Police and all manual routes being returned to danger as the manager would become a distraction.

**RMT - The National Union of Rail, Maritime and Transport Workers**  
Unity House  
39 Chalton Street  
London NW1 1JD