



## Managers Getting Worried about Staffing Levels

A number of senior line managers are believed to be worried about staffing levels under FftF and have raised concerns about how stations will cope once all the VS leavers are gone.

RMT has consistently told LU that too many jobs have been cut. Already, some stations have only been able to open in the morning by using overtime to get up to minimum numbers.

We will continue to push for more staff on our stations as well as for fair rosters for those we have. It is important that RMT

gets told about staffing issues wherever they arise. Make sure your local rep knows about staffing problems so that they can pass this on to SFC reps.



## Transfer & Promotion

### LU 'Fills the Gaps'

We reported a few backs that LU has proposed a further mass wave of displacements where members would be shunted from one cover down or OE position to another every few months.

As a result of further talks, where your RMT SFC reps made it clear to management that RMT members would not stand for this, LU has now pulled back from this plan, at least for now.

This week LU has issued 160 moves. 70 of these are to meet preferences or appeal outcomes and 90 are forced moves. However, nearly all the forced moves are to substantive positions so those members will not be moved again. Of the few remaining, they are moves of CSM1s from CSS cover down to CSM2 cover down. This type of move has also been limited though as LU is

giving preference to CSMs who have remained on their original areas as cover downs for CSM1 positions that come up on the same area.

LU has also agreed to carry out a further preferencing exercise to see if there are OE or cover down staff who might actually want to go somewhere having seen the rosters.

Only when this has been done will we return to discuss what further moves LU wants to make to reduce OE and cover down numbers.

We have a written agreement that members being moved under 'filling the gaps' continue to have a right to review any move. Despite this, at least one member has been told by FftF that they have no such right. LU has now accepted this advice was wrong. If you need to review a new movement you should contact your local rep who can pass your case to the SFC reps to raise with LU.

RMT will continue to demand that members are limited to one move from cover down/OE into their substantive positions. We will not accept waves of people moving up the line just because LU has imposed an unsuitable staffing model.

## Rosters

Regular meetings between SFC reps and duty schedules will now be taking place to seek improvements on problem rosters. These discussions will focus on the issue of weekend rest days but other problems can also be raised.

It is important that local RMT reps raise any particular problem roster with an SFC rep so that we can prioritise which areas to talk about with LU.

### Local Roster Reviews to start soon

In addition to the overview taking place there is agreement with LU that every roster can be reviewed locally. This should start once the VS leavers are gone and the rosters have been populated by those staying. This should be in about 6/8 weeks.

Let your local rep know about any changes to the rosters you want to see. This can include (but is not limited to) things like:

- Start/Finish times
- Placement in roster of rest days
- Inclusion or deletion of 12hr Sundays
- Rotation of locations/Duties

# CSA2 Job Description Tightened Up

RMT members know that CSA2 is a fake grade that has been created solely as an excuse to cut the pay of new CSAs by £7K.

Already, many CSAs who are covering down as CSA2s are regularly doing things that only a CSA1 can do. This just proves that LU needs operational CSA1s in these places.

Therefore, when LU proposed that a CSA2 can do anything a CSA1 does so long as they are supervised by a CSS/CSM your RMT SFC reps strongly objected.

After weeks of discussion LU has now accepted that CSA2s will not take part in a whole list of operational tasks:

- *SATS duties*
- *Persons ill on a train*
- *PEA activation*
- *Act as hand signaller*
- *Provide assisted dispatch*
- *Operation of escalators and moving walkways*
- *Operation of lifts*
- *Clear snow & apply ice melt*
- *OPO checks*
- *Emergency detrainments via track*
- *Dispatch of last trains*
- *Respond to door irregularities or wrong side opening*
- *Deploy mobile ramps*
- *Isolate PEDS*
- *Access the track*

If you covering down as CSA2 please let your local rep know every time you are asked to do any of the CSA1 tasks listed.



# Training: LU Change Assurance Plan included 5 Day Control Room Course - Now they offer a Half day!

RMT has demanded talks at directors level over the inadequate training being given to staff who are taking on control room duties as CSS1.

When LU proposed the new staffing model they said that in order to make sure staff were properly trained in control rooms there would be a five day course including training on control room equipment and practice scenarios.

But fast forward to April 2016 and the company now realises what we've been telling them - stations are chronically understaffed. As a result they are struggling to cover training and have dramatically cut the proposed training for control rooms.

RMT would rather they cut the hugely expensive programme of so called customer service training. No doubt this training has successfully cut the unemployment rate among London's actors but it is of little value to tube staff. On a recent course a senior RMT rep who has been mapped into CSM1 was asked to describe the contents of his fridge!

Many CSSs have not yet finished their supervisor core training and there are CSS1s running section 12 control rooms who have not been properly trained.

RMT will be demanding urgent action to agree a suitable training programme for staff that will allow us to do our jobs effectively.



**Sir Lawrence 'Larry' Olivier's Hamlet was considered by many to be second only to his irate customer with failed Oyster Card.**

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