

# **Sacked for Doing His Job**

## **What Happened?**

Anthony Codd has worked for LUL for over 35 years. He was a Duty Manager working in the Track Access Control Centre (TACC) before he was unfairly sacked at a CDI in August 2018. An incident occurred in January 2018, where a Track Access Controller (TAC) made an error. Anthony Codd was the manager on duty. Anthony dealt with the incident in a safe, professional manner, and members of the team were even presented awards for preventing a track safety breach.

Anthony Codd conducted an LDI with the TAC who had made the error; in the same manner he has conducted LDIs in the past. Several weeks after this incident, in March 2018, Anthony's Centurion Manager decided that the way that he had dealt with the incident and the subsequent LDI was unacceptable and decided to re-interview all the staff involved. This senior manager believed that the sanction given to the TAC at their LDI was not severe enough and in fact openly stated they believed that the TAC in question should have been dealt with via CDI.

Shockingly, in March 2018, Anthony Codd was stood down by the TACC Centurion. He was left stood down at home with no contact from the TACC senior management team for several months. This left Anthony with stress and anxiety and we believe management knew exactly what they were doing and this is a clear bullying tactic.

## **Disciplinary**

In June 2018, Anthony received a letter telling him he was being sent to CDI. As if the shock was not enough, the following day, Sunday afternoon, a senior manager arrived at his house without warning or invitation and hand delivered another notice to attend a CDI.

During the CDI, the company were not interested in what Anthony or his rep had to say and had clearly made their decision before hearing the evidence. They did not examine any of the mitigation presented by Anthony and his rep. He was summarily dismissed.

## **Witch Hunt**

We believe this has been a witch hunt to get rid of Anthony because he has always been a supporter of safety and spoken out against unsafe practices. We also believe this to be part of the bigger plan to reduce the number of Operational Duty Managers in the TACC from 8 down to 4. There are already 3 Duty Manager positions which have been left vacant for the past 2 years. Your MATS Functional Council reps have raised this on numerous occasions but have had no solid reassurances from London Underground.

## **No one is Safe**

We believe that this case has wide spread implications to all Operational Staff and Managers. During this incident, safety of all involved was not compromised. If there is a training issue, this should not and must not be dealt with via a CDI.

## **Ballot**

Our RMT members of all grades within the TACC are being balloted for strike action and we are expecting a resounding YES vote to be put forward - showing the company how disgusted we are with the treatment of Anthony Codd and by the lies from senior TACC management that led to his dismissal. Hopefully this will be avoided by the company giving Anthony his long awaited appeal date and doing the right thing by reinstating him