

Because if they can do that to one of the most honest and likeable fellows like Ezra, they can do it to any one of us.

Previously...

The story starts with a previous incident in which Ezra was at fault. Ezra attended a CDI in January after erroneously applying the procedure after a SPAD.

He answered the charges and the CDI panel rightly took on board numerous mitigating factors and awarded a dismissal, suspended for 52 weeks, backdated to the date of the incident in November 2017.

This meant that Ezra had to steer clear of trouble until November 2018 because any further disciplinary issues (even minor ones) would be referred straight to CDI on account of the suspended sentence.

The Latest Incident

Prior to the incident Ezra pleaded with management to work his rostered shifts but management had given them to someone else and he was prevented from getting assistance from the mafia. He was forced to work turns which put a strain on his child caring responsibilities.

He also told management that he was fatigued and felt that moving to a non safety critical role would be beneficial.

Management brushed off his concerns far too lightly in a bid to keep their attendance scorecard looking pretty.

Shortly after Ezra had another SPAD incident within the previous 52-week timeframe.

Instead they started to focus on communications between Ezra and the Signal Operator.

When calling in the SPAD, Ezra clearly told the Service Controller the correct signal which he had passed at danger (BR2). However, for some unknown reason, the Signaller seemed to think that the signal in question was BR1.

Déjà Vu

A couple of years ago they sacked Train Operator Luis Vigo for a minor infringement, but ended up with egg on their faces when he won an unfair dismissal case at Employment Tribunal and LU were forced to reinstate him after wasting £250,000 of fare payers' money defending the indefensible

When will they learn?

Following some poor radio protocol by both parties, the Signaller gave Ezra authority to proceed.

The implication is that Ezra accepted authority from the wrong signal, though it was clearly a mix-up. It is obvious that he was not trying to cover anything up and has been truthful throughout.

Doctored Radio Recordings?

At a fact-finding meeting, the original investigating manager agreed with Ezra's rep that the case should be referred to a Capability Case Conference where Ezra could have been removed from train operating with protected earnings.

At this meeting, the recording of the radio communications was played.

The recordings had large chunks of the conversation missing, and the quality was extremely poor.

We must fight for Justice



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