

ORANGE IS THE NEW BLACK

Update for London Overground members of staff working at Arriva Rail London

Welcome to the latest edition of the RMT London Overground Newsletter. This is the only place you can trust knowing that the information given is for the members of RMT.



2023 – 2025 PAY AWARD

Following lengthy negotiations with the company, and a referendum of RMT Members, a 3 year pay award has been accepted by the membership. The pay award is as follows:

- **2023** - **6.5%** uplift on all pay and allowances or a minimum payment of **£2,000** for anyone with a salary of under **£30,000**
- **2024** - An uplift on all pay and allowances of **February RPI 2024** or a minimum payment of **£1,750** for anyone with a salary of under **£32,000**
- **2025** - An uplift on all pay and allowances of **February RPI 2025** or a minimum

payment for anyone earning less than **£33,750**, which will be negotiated in **February 2025** as inflation forecasts become more accurate

- Enhanced premature baby leave, allowing both parents (where they are employees) one extra day of leave on full pay for each day their premature baby spends in hospital up to what would have been the 37th week of pregnancy.

As a result of members voting to accept this deal, all payments are backdated to the relevant pay anniversary.

To give some scope on how the increases will

affect members we are giving two examples of the salary increases. This process is how the increases will be applied.

Traincare Level 1 Grade

The salary for a **Traincare Level 1** will be affected as follows

2022 Salary - £25,325

2023 Salary (Applying £2000 increase as the base salary is **under** £30,000) - £27,325. This is applied March 2024 backdated to April 1st 2023.

2024 Salary (Applying £1750 increase as the base salary is **under** £32,000) - £29,075. This is applied April 1st 2024.

2025 Salary This increase is to be applied April 2025

Customer Host GPR Grade

The salary for a **Customer Host GPR** will be affected as follows

2022 Salary - £35,616

2023 Salary (Applying 6.5% increase as the base salary is **over** £30,000) - £37,932. This is applied March 2024 backdated to April 1st 2023.

2024 Salary (Applying Feb 2024 RPI of 4.5% increase as the base salary is **over** £32,000) - £39,639. This is applied April 1st 2024.

2025 Salary This Increase is to be applied April 2025

In addition, enhancement talks started from 19th February and are currently still on going. The issues discussed in the enhancement talks had centered around:

- One extra day's annual leave. Members would be able to sell this day at the end of the year if they choose, which would be payable the following year.
- Colleagues to be able to carry over 2 unused annual leave days per leave year which must be used within 3 months (By the first 3 months of the next annual leave year)
- Option to work rest days and take as lieu days – up to 5. Must be used within 6 months of rest day worked. This point would be applicable to all RMT recognised grades.
- Taxis for Xmas Eve - evening taxis for Customer Service staff who are working Xmas Eve who finish at or after 20.00, to

their address within their workday

- Harmonisation on long service awards for Customer Service, Shunters and Traincare (West Anglia to Classic Approach)
- Alignment of anniversary dates to 1st April - this impacts West Anglia Shunters West Anglia Platform and Sales Staff (currently 3rd April), and West Anglia Traincare and West Anglia Revenue Protection (Currently 28th May)

The business had also proposed a bonus scheme for attaining high customer service metric scores, however after further investigation with the RMT reps, and confirmation that this would include making staff fall under monitoring for productivity, your Company Council reps rejected the proposals.

Your RMT Company Council reps will be meeting the ARL Directorate to finalise the enhancements in the near future and will keep you posted on the updates of this. We thank you all for your support and backing during this matter.

BODY WORN CAMERAS

RMT Reps in the Policy Working Group Forum had been in discussions with the business regarding the creation of a Body Worn Camera policy that would be applicable to staff in all functions, but our main concerns were primarily in the customer experience grades.

After discussing the policy with the business and there being written confirmation that the use of Body Worn Cameras would not be used in grades unless there was a grade agreement, we were shocked to be told that the business intended to implement the use of the camera for ARL Customer Experience staff. This is something we did not approve of and are very robustly against. After some discussions with the Customer Experience Director and the HR Director we now have agreement that the Body Worn Cameras are not to be used for disciplinary purposes.

However, we still have major concerns about how these cameras will be employed and have seen on other train operating companies that even the use of them 'voluntarily' has led to members finding themselves in disciplinary proceedings and in one case sacked from the job. With these concerns in mind your RMT reps advise against the use of any Body Worn Camera equipment until such a time that the concerns that we have are alleviated.

While we know that staff and passenger assaults (both verbal and physical) are on the rise we would like to see more in the way of BTP presence and action taken against people who have been abusive to staff and passengers. The use of Body Worn Cameras does not prevent action but records it, which doesn't address the bigger issues we face.

WEST ANGLIA HOSPITAL APPOINTMENTS UPDATE

A meeting to try and avoid a dispute with Arriva Rail London was held where the issue of West Anglia Staff not being given full release to attend hospital appointments was addressed. The RMT position, (with years of historical evidence supporting), is that hospital appointments which are not booked and arranged but are given to members are full day release. There had been a change in approach from the business in the last year and a half where they were now trying to give partial release for these appointments.

The meeting was fruitful with both the Directors and RMT reps having a frank and thorough discussion on this with the aim that the directors would take away the concerns and hope to resolve this. We will keep members updated on the outcome of this.

For **ARL Classic** staff ***'If you agree an appointment time with a doctor, dentist, hospital etc. then this should be at a time that doesn't clash with your expected hours at work. However, if attending an appointment where you are given a time without a choice, as often happens with hospital appointments, paid time off will normally be granted where this directly clashes with your working hours. Where practical you should attend work before or after the appointment in order to minimise costs to the business.'***

The emphasis is where practical so if it is not practical for the member to attend before or after their hospital appointment then **full** release is granted and has been the case since 2014 when this was written. Please note this agreement is specifically for the **non-West Anglia staff**. ARL Classic staff are reminded that *'... the company position on hospital appointments for classic employees had not changed, and that (managers) should still be employing the agreement. Swapping shifts and taking annual leave do not form part of this agreement'*.

RPI PERFORMANCE MANAGEMENT ISSUES

Your RMT reps have had concerns raised to

them that RPI members have been receiving letters where they are being questioned about not having issued a number of penalty fare notices and being called in for meetings about their performance as RPIs.

The RMT position on this is that we do NOT do performance management in any of our grades. It is rather disappointing that instead of the business to have approached us regarding these matters as the recognised trade union reps for the grade they have instead gone directly to members with a process that we do not recognise.

A number of meetings have been arranged to try and address this matter. Should you have any concerns regarding this, or have received a letter or invite to a discussion on this, please contact your RPI Company Council Reps **David Kavule (Classic)**, and **Beverleigh Thomas (West Anglia)**

ARRIVA RAIL LONDON CULTURE REVIEW

ARL released the Culture Review results that took place last year, following on from an Employment Tribunal case that found that a member had been racially harassed in our Control department.

At our last Company Council meeting your RMT Company Council reps addressed that fact that despite the results having been known for near on 6 months there had been no meeting with any of the Trade Unions on the report or how it would be applied. We have been informed that a meeting will be scheduled to take place before the next Company Council meeting in June. We will update members on everything that is discussed at the time.

EQUALITY DIVERSITY & INCLUSION

We remind members that there is an Equality, Diversity and Inclusion steering group where we have RMT representation. A number of members have raised the fact that they haven't felt included or involved in some events that have taken place and we encourage members to contact the steering group RMT Representative Qmran Fazal with any ideas or if they would like to get involved. Please email mohammed.qmranfazal@arrivarl.co.uk

Scan the QR Code to join RMT or visit

www.rmt.org.uk/join



Your London Overground RMT Reps

Gospel Oak to Barking Riverside Line

Functional Rep: Jonathan Mortimer – 07446 845 384

jonathanmortimerrmt@gmail.com

Local Rep: Zahir Mohamed - 07903 678 007

zabs3@hotmail.com

Health & Safety Rep: Jonathan Mortimer – 07446 845 384

jonathanmortimerrmt@gmail.com

North London Line

Functional Rep: Jonathan Mortimer -07446 845 384

jonathanmortimerrmt@gmail.com

Local Rep (Stratford - Kentish Town West): Sala

Schweitzer 07588 779 179 salas1@hotmail.co.uk

Health & Safety Rep (Stratford - Kentish Town West):

Theresa Opoku Ware 07508 965 265

theresa.opoku-ware@arrivarl.co.uk

Local Rep (Gospel Oak – Kensal Rise): Minesh Patel

07411 459 805 minesh.patel@arrivarl.co.uk

Health & Safety Rep (Gospel Oak – Kensal Rise):

Minesh Patel 07411 459 805

minesh.patel@arrivarl.co.uk

East London Line (Core) (Dalston Junction – Wandsworth Road)

Functional Rep: Walé Agunbiadé – 07966 420 96

Local Rep: Qmran Fazal – 07538 978 194

walearmt@gmail.com

Health & Safety Rep: Qmran Fazal – 07538 978 194

qmran_fazal@hotmail.co.uk

East London Line (South of New Cross Gate)

Functional Rep: Serge Kenemo (Covering) – 07932 692

848 serge.kenemo@arrivarl.co.uk

Local Rep: (New Cross Gate - Sydenham): Serge

Kenemo 07932 692 848 serge.kenemo@arrivarl.co.uk

Local Rep: (Crystal Palace/Anerley - West Croydon):

Serge Kenemo (Covering) – 07932 692 848

serge.kenemo@arrivarl.co.uk

Health & Safety Rep: Trevor Cope – 07565 831 313

trevor.cope@arrivarl.co.uk

West London Line & DC Line

Functional Rep: Chris Newton – 07342 023 729

chrisrmt@outlook.com

Local Rep: (Willesden - Clapham Junction): Abi

Sisodia – 07788 721 421 abi.sisodia@arrivarl.co.uk

Health & Safety Rep: (South Hampstead - Watford

Junction) Andrew Hallisey – 07947 119 101

Andrew.hallisey@arrivarl.co.uk

Local Rep: (South Hampstead - Watford Junction)

John O'Malley – 07870 829 764

john.om.rmt@outlook.com

Health & Safety Rep: (Willesden Junction - Clapham

Junction) Chris Newton – 07841 348 057

chrisrmt@outlook.com

West Anglia Inners

Functional Rep: (Liverpool Street – Enfield Town/S):

Peter Whitelegg (Covering) – 07779 913 606

peter.whitelegg@arrivarl.co.uk

Functional Rep: (Hackney Downs – Chingford):

Beverleigh Thomas – 07966 420 976

bthomas.rmt@gmail.com

Local Rep: Samantha Louis – 07943 260 861

Samantha.louis@arrivarl.co.uk

Local Rep: Peter Whitelegg – 07779 913 606

peter.whitelegg@arrivarl.co.uk

Local Rep (Seven Sisters Dispatch):

Beverleigh Thomas (Covering) – 07966 420 976

bthomas.rmt@gmail.com

Customer Service Ambassadors

All Areas (Incl Health & Safety): Tony King

07809 622 117 – tonyking1234@yahoo.co.uk

Revenue Protection

Functional Rep (North London Line, East London

Line, West London & DC Lines, Gospel Oak –

Barking):

David Kavule – 07508 228 765 david-144@hotmail.co.uk

Local Rep: Edward Okoh – 07833 206 159

edward.okoh@arrivarl.co.uk

Functional Rep (Liverpool Street -Chingford/

Cheshunt): Beverleigh Thomas – 07966 420 976

bthomas.rmt@gmail.com

Traincare / Yard Controllers / Shunters

Traincare/Train Presentation Company Council

Rep (Lorol Classic): Nikola Tatarliev – 07858 499 751

tatarliev@gmail.com

Traincare/Train Presentation Company Council Rep

(West Anglia): Beverleigh Thomas – 07966 420 976

bthomas.rmt@gmail.com

Traincare/Train Presentation Local Rep (Dalston

Junction – New Cross Gate): Nana Ameyaw– 07908

655 739 – nana.ameyaw@arrivarl.co.uk

Yard Controllers Local Rep: Nikola Tatarliev – 07858

499 751

Shunters (West Anglia): David Warren

dwarren600@btinternet.com

Traincare/Train Presentation Health & Safety Rep

(Dalston Junction – New Cross Gate): Katie Francis –

07957 394 631 – katie.francis@arrivarl.co.uk

Willesden Health & Safety Rep: Jean Louis Delomme –

07949 154 390 – jean-louis.delomme@arrivarl.co.uk

Wembley C Sidings Health & Safety Rep: Thomas

Boadu – 07939 652 202 – thomas.boadu@arrivarl.co.uk

RMT BRANCH MEETINGS

East London Rail

Every 1st Tuesday of the month at 17.00

Red Lion

1 Eldon Street (5 mins walk from Liverpool Street Station)

London

EC2M 7LS

Branch Secretary: Walé Agunbiadé

walearmt@gmail.com

07930 112 824

Willesden Rail

Every 1st Thursday of the month at 15.00

The North London Tavern

375 Kilburn High Road

NW6 7QB.

Next to Brondesbury Station.

Branch Secretary: David Kavule

david-144@hotmail.co.uk

07508 228 765

Croydon No 1

Every last Tuesday in the month at 18.00

42 Dagnall Park, Selhurst London SE25 6NS

Branch Secretary: Uche Ngadi

uongadi@gmail.com

07525 615 877

Waltham Cross & District

Every 3rd Tuesday of the month at 18.30

Cheshunt & District Royal British Legion Club LTD

37 CrossbrookSt

Cheshunt

Waltham Cross

EN8 8

Branch Secretary: Sam Addo

yprospect@hotmail.com

07830 759 316

Deptford

Every 2nd Thursday in the month at 19.00

Railway Club

19 Beacon Road Hither Green

London

SE13 6EQ

deptford@rmt.org.uk

Watford

Bi-Monthly last Tuesday of the month at 18.00.

Watford Social Club

70-72 Queens Road,

Watford

WD17 2LA

Five Mins from Watford Junction Station

Branch Secretary: Stewart Cameron

S.Cameron@rmt.org.uk

07759 531 761

If you have any questions or concerns, please contact your RMT reps and Branches above.

Our Regional Organiser is Glen Hart. He can be contacted on g.hart@rmt.org.uk and 07809 471 289