

# Report from the Talks



At Company Council JWP 18.7.14

## Stations & Revenue Functional Council

# Talks Reveal that Assurances Amount to Nothing RMT Demands Real Guarantees on Pay, Location & Grade

Mr Hufton's statements seemed almost reasonable in the circumstances; a genuine commitment to minimise upheaval for those affected by the impending job cuts.

RMT reps have engaged with LUL in an attempt to flesh out the promises. We quickly established that there were no guarantees at all. They simply weren't genuine.

LUL believe the only way to achieve cost savings is to launch an assault on our jobs and our terms and conditions. To do this, they are insisting on a massive displacement programme which will

impact on every one of us. The company realises the damage that this will do to morale and so has tried to conceal the extent of the disruption by issuing vague reassurances.

Finally, the stations review is complete. This is the process by which all TU's looked at overall planned numbers for each station now, and in the future. This overview has uncovered a shambolic and ill thought out strategy, imposing lone working across 125 stations and cutting to the bone staffing everywhere else. *More Over*



## Your RMT Stations Functional reps

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**LU have now admitted** that the figure of 953 job cuts was a guesstimate, an arbitrary figure which enables them (along with salary cuts) to make cost savings. Odd then, that they don't seem willing to cut their own wages and have gone even further by wasting millions in recruiting yet more managers. The centurion grade is being expanded from 38 to 97, all with private health care and up to £75K. Many will have fewer than 20 staff and with depleted reserve cover, have been told they will be covering CSA duties!

It seems conspicuous to us that the worlds most complex underground railway can make savings at the sharp end of 4 million passenger journeys a day whilst those at the top suffer no pain whatsoever. In fact, they are multiplying!

**RMT and TSSA** have again insisted on a cast iron guarantee that no member will lose pay, in line with Mr Hufton's assurances. **We are of course ready to talk these issues through, however, if no concrete assurances are forthcoming then further strike action will be inevitable.**

## Utilisation Triggers & Staff Cuts

### LU's own Figures Expose Them

Rather than listen to the people who actually run our stations, or their unions, LU likes to pay consultants to come up with formulas like utilisation indexes and so on.

But when even these indexes don't give the right answer they still have a fall-back position. They ignore their staff, their unions AND the data and just cut the jobs anyway.

It has taken us months to get LU to explain how they construct the BNS (Business Needs Schematic) for stations. Rosters and staff numbers are then drawn up from the BNS.

At the JWP management explained that one member of staff is required in a ticket hall if a 2% utilisation trigger is reached in any 15 min period. That means that if a passenger needs help in the ticket hall for 2% of 15 mins then a member of staff is needed in that ticket hall during that 15 min period. *Keep up, it's worth it in the end!* That means one member of staff in the ticket hall if passengers need help for 18 seconds during a 15 min period.

**A second member of staff** is needed when a 40% utilisation trigger is reached. That means a second member of staff is added when passengers need help for 6 mins in a 15 min period.

**BUT:** LU also says a CSS2 at a local station is only available in the ticket hall for 50% of their time because of other supervisory duties.

**So all this means that if passengers need help for 3 mins out of any 15 min period the station needs a second member of staff. RMT believes that ALL our stations trigger a second member of staff during peaks on this basis.**

Yet in spite of their own data LU is planning to slash CSAs, both full and part-time, at local stations. The model the company is imposing is for lone working 24/7 at almost every local station.

We cannot accept this massive increase in lone working, which will leave members isolated and unable to meet the expectations of passengers.

Staff cuts at busy Central London stations are also a key part of LU's plans. You can see the effect on your area by looking at the figures on the London Calling website. Go to [www.rmtlondoncalling.org.uk/node/5128](http://www.rmtlondoncalling.org.uk/node/5128)



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