

January 2014

**tssa**  
**JOURNAL**

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- Rail across Europe

# MUGGERS' PARADISE

Tube cuts:  
Fit for the Future?



Transport Salaried Staffs'  
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Our campaigning postcard drives home the threat that new franchise bids may seek drastic staff cuts in line with the McNulty Report.

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London to remove almost 1,000 front line and safety-critical posts from the Underground (pages 4, 8, 9, 14 and 15). Whilst heavily spun as being about the 'visibility' of staff and presented as 'part of a package' to bring in night time running, the proposals will undoubtedly mean a worse service for passengers. TfL's figures of 3 per cent of journeys starting at the ticket office equates to a staggering 35 million customers served last year.

Some have suggested the announcement by London Underground management is intentionally extreme so staff will be 'happy' if the cut backs are made slightly less severe. Claiming just 150 extra staff are required to safely run a night tube of almost 150 stations, with a 15 minute service frequency and intoxicated passengers seems optimistic to say the least. Playing games like this might seem like a fun pursuit to some at City Hall, but their livelihoods are not the ones cast into doubt by their manoeuvres. All members in London – not just Underground staff – should see if they can join our week of action (page 9) to oppose these devastating cuts.

In better news, our long running campaign against rail becoming ever more expensive has seen a significant win this year (page 5). In a U-turn on his earlier plans for an above inflation increase, George Osborne has now conceded that regulated fares should only go up to match RPI inflation. High fares still make rail travel hard to afford for millions, but these wins do show that our constant hammering away on this issue can deliver wins, even from the present government.

Ben Soffa, editor



Andrew Wiard

Labour Assembly Members join TSSA campaigners outside London's City Hall. Boris pledged to protect ticket offices and is now doing the exact opposite.

Boris Johnson signing a petition during his 2008 Mayoral campaign against plans for a much more limited programme to close just 40 tube ticket offices.



## Londoners oppose station staffing cuts

**POLLING COMMISSIONED BY** TSSA has revealed that many more Londoners oppose Boris Johnson's plans to shed up to 953 jobs from the Underground than back the wholesale closure of ticket offices. YouGov found that only 31 per cent back the Mayor whilst 41 per cent of Londoners oppose the plans. The poll also shows that 60 per cent of Londoners would use the 'night tube' less than once a month, if at all.

The plans, which are

covered on pages 8 and 9, were slammed by TSSA general secretary Manuel Cortes, who told the press, "It beggars belief that the Mayor who was elected in 2008 on a pledge to keep open every ticket office is now planning to close every single one, with all that means for safety and jobs."

In 2008 Boris Johnson campaigned on the basis of opposing ticket office closures and later, when quizzed by London Assembly

members, told them "The first and most important point to make is that no ticket offices will be closed, alright? They're not going to be closed..."

Labour's shadow London minister Sadiq Khan raised serious concerns about whether sufficient staff would remain to be able to respond in emergency situations. He said, "We support looking at the way TfL staff work so that it reflects the changing needs

of the modern underground system, but the Mayor is using this as an excuse to cut staffing levels, which is reckless and irresponsible."

A major campaign is now under way to oppose these plans, with details of upcoming actions on page 9 and at [www.tssa.org.uk/londonunderground](http://www.tssa.org.uk/londonunderground). ◀◀

● Polling by YouGov from a sample of 859 London adults carried out 27 November – 2 December 2013.

## Review of TSSA's operations

**TSSA'S EXECUTIVE COMMITTEE** has launched a root and branch review of the Association's activities with the aim of bringing about a more financially sustainable balance of income and expenditure. The review will seek to maximise income from all sources including properties, investments and membership subscriptions, as well as reducing costs to substantially decrease the sum that is transferred from the union's reserves each year.

The guiding principle will be to maintain our union's ability to represent members, build membership and continue to influence external decision makers. Parallel reviews will examine efficiencies and costs savings that can be made within our democratic structures, amongst the services TSSA provides and a new structure which significantly reduces our staffing costs. Staffing changes are currently subject to consultation with the GMB, who

represent TSSA's own staff, whilst other changes will be debated by branch delegates at the Association's annual conference in May. ◀◀



# Fares frozen (well, sort of)

**FOR MORE THAN** 10 years, UK rail passengers have faced exorbitant fare increases, now paying the highest fares in Europe. The RPI inflation + 1 per cent fare formula – used from 2003 to 2013 – accelerated fares away from other prices, making rail a more expensive and less attractive method of transport for many.

After three years of TSSA campaigning against fare increases, passengers have had a massive win. George Osborne has U-turned on his previous plan by announcing a “fares freeze” which will apply an inflation-only increase.

But like most government announcements the devil’s in the detail. Not only is inflation several times higher than average wage rises, but the ‘flex’ which can be applied by train operators, albeit now cut from 5 per cent to 2 per cent, coupled with the rise in unregulated fares, will mean that many fares will still be less affordable. We called for a freeze, but instead we got slush!

In related news, East Coast announced they would implement a true freeze on more than half their fares, creating a real terms price cut for many passengers. The publicly-owned company

described the policy as ‘a straight forward commercial decision’ to ‘attract more people to our trains, and help to maximise revenue’.

The East Coast decision highlights the difference public ownership can make. Any operators could choose to freeze or even decrease unregulated fares but the trend has always been for revenue growth from existing passengers rather than through attracting more customers. East Coast’s policy is our opportunity to put the pressure back on the private operators and expose the privatised model for what it really is. ◀◀



**i** We need your stories. We know many TSSA members are lucky to obtain free or reduced travel, but family, friends and others are facing severe hardship because of fare increases. We want their stories for the campaign. To submit a story go to [www.tssa.org.uk/fares](http://www.tssa.org.uk/fares).

## WE'RE ON THE RIGHT TRACK

Members of TSSA’s divisions in the Midlands and Northern England came together late last year in Sheffield, the birthplace of the TSSA, to learn, share experiences and develop campaign plans.

**THE TWO-DAY SEMINAR** began with a look at the development of the rail industry and our union, after which the focus turned to the problems members face, from big political ones stemming from the current franchising structure through to those within individual companies.

The event looked at what was happening in each region, how reps can support one another and what improvements members wanted to make in workplaces and the industry more generally.

Once members had identified their campaigning aims, the skills, knowledge, resources and strategy needed to achieve them were discussed. Each division worked collaboratively on complimentary strategies towards the common goal of the betterment of our industry.



Network Rail rep Adeyemi Ajayi said, “I’ve gained a lot of empowerment as a trade union rep, being able to better understand exactly what it means for the railway to come back into public ownership. I’ve been changed, believe it or not!”



Adeyemi Ajayi, Network Rail

The second day was devoted to planning and practising campaigning methods which could help organise around and resolve local problems, as well as be used to build the case for public ownership. Using the local media, lobbying MPs, public speaking, written communications skills were all taken up.

East Coast rep Nicola Jukes summed up the practical training the event provided, saying, “The best part of the seminar for me was meeting other reps, as I am new to it myself. I have written a letter to send to a few local papers and then I’m going to try to speak to shadow transport secretary Mary Creagh”. ◀◀

**i** Want to find our more or get involved in taking these plans forward? Contact your regional organiser via the Helpdesk on 0800 3282673.

As Parliament considers plans for a 2017 referendum on the UK's membership of the European Union, Labour's leader in the European Parliament, [Glenis Willmott MEP](#), sets out the benefits of EU membership for TSSA members.



## What has the EU ever done for us?

**MANY EUROSCEPTICS WOULD** have you believe that the very fabric of British life is under attack from Brussels as a result of mythical bans on everything from homemade jam to classic cars and Enid Blyton books. You may well be expecting millions of Bulgarian and Romanian migrants to arrive, clutching welfare benefit application forms and heading straight for our overstretched NHS the minute they step off the plane, train or ferry.

Of course, Europe is not perfect and Labour MEPs have been leading the campaign for reform. For example, I have long argued for an end to the 'travelling circus' of splitting the Parliament between Strasbourg and Brussels, which costs a scandalous 150 million Euros a year at a time of austerity. We also need to put more into job creation and into research and development, and less into agriculture and wasteful bureaucracy.

But though the EU does need to change, it's vital we remember just what we get from Europe, most notably in terms of employment law. A wide range of rights at work are guaranteed to British workers as a result of laws made in the European Parliament and signed up to by European governments to create a level playing field.

They include the right to guaranteed paid holidays, a limit on the hours you

can be expected to work, tea and lunch breaks during the working day and the right to a day off a week.

They include rights for mums and dads – like the right not to be sacked for being pregnant, protection when returning to work after maternity leave, the right to time off for ante-natal appointments as well as health and safety protection for pregnant women and new and breastfeeding mums.

A wide range of rights at work are guaranteed as a result of laws signed up to by all European governments, creating a level playing field.

Laws stemming from Europe include 'TUPE' terms and conditions protection when a business is sold off. They protect workers against discrimination, provide equal treatment for those employed through an agency, and require consultation with unions where there are mass redundancies.


And rules requiring employers to protect workers from exposure to noise, vibration and hazardous substances, and to assess, prevent or control the risks arising from work, for example, with

computer displays or when carrying out lifting operations, all come from Europe.

These rights and protection will all be at risk if Britain leaves the EU. And let's be clear that when David Cameron talks about "renegotiating the Treaty" and "repatriating" powers from Brussels to Westminster, he means taking rights away from working people. Just look at how his ConDem government has already made it easier for employers to sack workers and more difficult for workers to get justice in the courts and employment tribunals.

At present, just 13 out of 73 UK representatives in the Parliament are Labour MEPs, partly as a result of protest votes at the 2009 European elections which saw 13 UKIP and two BNP MEPs elected. Every step we take to improve conditions for workers is opposed by the Tories and other right-wing parties in Europe.

That's why it's crucial that TSSA members get involved in our European election campaign. Together we can make sure that Labour MEPs who want to reform Europe, not leave it, and who will defend workers' rights and campaign for better health and safety standards, are elected on 22 May 2014. ◀

 For more information, see [www.gleniswillmott.eu](http://www.gleniswillmott.eu).

## Railway Employees Privilege Ticket Association

Available to all in the transport industries, TSSA members, family and retired staff. REPTA offers many free, discounted and special rates, listed in our 74 page Yearbook.

New for 2014: Discounted 'Taste Card' and reduced admission to Alnwick Gardens, together with additional health check offers. Free Personal Accident cover for travel on public transport and online bookings continue.

**£4.50 per year. Additional cards for family members £3. Join online at [www.repta.co.uk](http://www.repta.co.uk) or send a cheque/PO to REPTA, 4 Brackmills Close, Mansfield NG19 0PB. Tel: 01623 646789. Include name, address, email and date of birth for each and code TSSA.**



## REPTA: volunteers needed

REPTA was set up over 120 years ago for the railway industry but now offers its benefits to the wider transport industry. We have over 6,000 members but with the diversity of public transport companies, have difficulty getting our message across.

We are moving forward and together with our new website ([www.repta.co.uk](http://www.repta.co.uk)) need to reach out and sell ourselves.

We are seeking enthusiastic volunteers to help promote REPTA throughout the UK in all aspects of public transport. Do you have the time and energy to help us? No specific qualifications are required just common sense and the drive to put the word around.

If you think this could be you, tell us why by emailing Peter Davies REPTA general secretary at [24foxglove@tiscali.co.uk](mailto:24foxglove@tiscali.co.uk) / 01767 317683. Closing date 31 January 2014. We do pay limited expenses. <<



# Members' huge contributions recognised



**IAN HERITAGE**, the vice-chair of Wessex branch, has been awarded the Silver Medallion for many years service to the Association. Ian was presented with his award by assistant general secretary John Page and senior regional officer Iain Anderson.

Ian first served as a local rep in the Bournemouth / Weymouth area and was active in TSSA's Bournemouth branch. He then represented the London South West division on the union's executive committee for six years.

Until recently Ian served on South West Trains company council and continues to represent members on the company's pension committee.



**ANDREW DOHERTY**, Eurostar branch financial officer and company health and safety rep of seven years was recently recognised for his significant contribution to supporting TSSA members in Eurostar.

Manuel Cortes attended a branch social event that paid tribute to Andrew, who recently left Eurostar. Andrew has worked on the railways most of his working life, including as station manager at Birmingham New Street.

He will continue to enjoy links with the industry via his role as a Lead Tutor with the Institute of Railway Operators.

Regional organiser Nick Child said, "Andrew leaves Eurostar after many years of running the branch as well as being an integral part of representing the interests of our members on health and safety matters. His expertise and experience will be greatly missed by all his colleagues and we all wish him very well for the future."



**JOHN HURLEY** of TSSA's DeltaRail branch has been honoured with a Gold Medallion in recognition of three decades of work in representing members. Tracy Wines and Ant Barrable made the presentation at a recent branch meeting in Derby close to Delta Rail's Pride Park headquarters.

John served as both a branch officer and workplace representative during the 34 years since he joined the Association. Whilst remaining in the same organisation during that time, John saw its identity repeatedly transition, going from the British Rail Research through successive TUPE transfers from nationalisation into the private sector and ultimately DeltaRail.

He has been at the forefront of representing members through the many reorganisations and redundancy consultations that have taken place during his tenure, as well as defending against attacks on members' pensions.

Many colleagues who have worked with him over the years attended the presentation to wish John well on his retirement. <<

# London Underground cuts

London Underground's proposals, released at the end of November, call for vast job cuts at stations right across the network with nearly a thousand staff under threat. TSSA regional organiser **Wayne Geoghegan** reports on our response.



Andrew Wiard

## ‘Fit for the Future?’ ‘Fit for Nothing!’

London Underground's devastating plans were first delivered to TSSA's general secretary by the tube's managing director Mike Brown. He then immediately went off with his friend Boris Johnson to announce to the media the great advance of adding five hours of limited night time running twice a week. Mike Brown tells us he is no politician, yet the way he buried the bad news with the bribe of a '24 hour tube' would make any spin doctor proud!

The cynical attempt to divert attention from the closures and cuts by also announcing weekend all-night services no doubt distracted some Londoners from the cuts elsewhere on the system. TSSA is not opposed to '24 hour' running, yet we remain deeply suspicious of whether it will be cost effective and if the loss of engineering hours will actually mean more delays for the public through the rest of the week.

The headline proposals in 'Fit for the Future' are:

- All 278 Underground ticket offices to shut.

- 953 proposed job losses, with 150 saved if the night tube ever gets the green light.
- Management roles down from 228 to 97 – a 60 per cent cut.
- Supervisor roles renamed and down from 1,771 to 971 – a 45 per cent cut.
- Station control room assistants gone, and station assistant multi-functional (ticket office staff) gone.
- The promise of a job if you are 'flexible' enough to be part of the brave new world, or as we put it, if you want to be part of a less safe and less productive workforce.
- A pay cut of no more than £10,000 after three years if you don't secure a job at your current salary. With such drastic proposals, many staff will fail to find jobs matching their current grade.

The company are trying to claim that technological change means that ticket offices can be entirely abolished, yet ticket vending machines have been around for a long time. London Underground has always previously offered customers a choice, with a clear source of help available to those unable to use a machine. Withdrawing this will hit

the most vulnerable the hardest and will no doubt have an adverse effect on visitors to the capital who will now be expected to have no choice but to use a machine. Whilst the company are trying to suggest staff will be more accessible, finding a free-floating staff member with a tablet computer in a packed rush-hour ticket hall, then competing for their attention with other members of the crowd will prove no easy task. Doing so as an elderly or disabled passenger or even just someone of slightly below-average height may make for an extremely difficult and offputting task in peak hours. Ticket offices present a highly visible and efficient place to seek assistance. Attempts to claim that having almost a thousand fewer workers is merely a redeployment to improve the visibility of staff and not a cut is clearly just another attempt at spin.

### Unity against the cuts

It's never been clearer that this is a major attack on all London Underground staff – not just those whose positions are

threatened by this announcement. TfL are still seeking to identify billions of pounds worth of cuts across their operations and no job within the Underground can be thought to be exempt. Members must stand together like never before. We have a long and proud history of fighting to maintain jobs and build up members' terms and conditions – now is not the time to step back from how far we have come.

Many members' meetings have already been held, with more planned in the New Year. The anger in the rooms is very clear and yet we also need to ensure the public are on board – it's their tube too and they want to be able to turn up at a safe and staffed station.

Plenty of members and reps have been out in force at stations across the network as part of a week of action in early December, leafleting passengers and asking them to join the campaign and lobby their MP. Sessions were held each morning, with actions at Edgware, Harrow-on-the-Hill, Clapham Common, Hammersmith and Stratford. The TSSA 'ghost train' visited the stations to highlight how removing almost 1,000 staff will lead to more deserted parts of the network if we do not defeat these attacks.

## Join the upcoming actions

The fight continues both with the employer and politicians, together with the need to bring the public on board. A further week of action is planned for this month. All supporters – members and allies, are welcome to join the leafleting actions.

All sessions will be from 0700 – 0900 each morning at:

- Edgware Monday 13 January
- Harrow-on-the-Hill Tuesday 14 January
- Morden and also Southwark Wednesday 15 January
- Hammersmith Thursday 16 January
- Whitechapel Friday 17 January

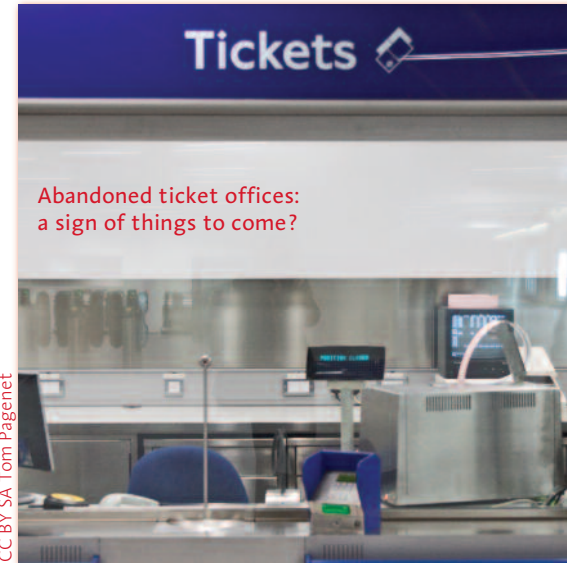
We need as many TSSA members and supporters out in force to defend these jobs: if it's not your job today, it may well be tomorrow. Now is the time to stand together as one!

TSSA reps are in continuing talks with the London Underground management, but they seem intent on sharing very little information. Meanwhile, the employer's PR machine is in the background suggesting

we are not talking! Nothing could be further from the truth. Despite this, trying to go through a consultation and only being drip-fed crucial information is no way to conduct negotiations. Members are legitimately running out of patience and without a major U-turn from the top very soon we are increasingly likely to be heading into a dispute.

Let's get out there and fight to reverse the 'Fit for Nothing' proposals and to ensure a safe and staffed Underground that really is 'Fit for the Future'. ◀◀

**i** Find more at [www.tssa.org.uk/underground](http://www.tssa.org.uk/underground) and email your MP at [www.tssa.org.uk/ticketoffices](mailto:www.tssa.org.uk/ticketoffices).



CC BY SA Tom Pagenet

## Better London Transport Passenger Charter

**TSSA IS WORKING** with the Labour Party and our community allies to launch a Passenger Charter for tube users in the face of the London Mayor's plans to close all ticket offices and cut staff. Individuals and organisations can sign up to support the charter, which states what we – the travelling public – want and expect from our tube stations. Based upon our conversations with passengers so far, we have four key demands. These are:

- Turn up and travel: an assurance for disabled passengers that they can turn up at any accessible tube station and be able to use the tube. This requires suitably trained staff to be available in all locations whenever stations are open – night or day – to assist passengers as necessary.
- A friendly face and a helping hand: a visible staff presence throughout all stations – including on platforms, in ticket halls and on gate lines – throughout tube opening hours, with the skills to assist passengers with any difficulties with machines/barriers etc. and to provide travel advice and information.
- Safe and secure: well-maintained, safe and secure stations. Fully health and safety-trained staff on all stations to assist in case of emergency, accident or disturbance. Staff present on stations at all times – including at night – to offer passengers reassurance, and to provide assistance if necessary.
- Clear communication and updates: regular announcements and clear notices providing updates on disruptions, delays and general travel information throughout the day and night. Staff available to answer queries and provide advice, particularly for visitors to London.

TSSA and the Labour Party have launched a short survey, asking passengers what they want from their tube stations. To find out more about the charter and to have your say about London's tube stations go to [www.tssa.org.uk/londoncharter](http://www.tssa.org.uk/londoncharter).

We plan to send a clear message to Boris Johnson and to London Underground: Save our stations, Save our staff! Hands off the tube! ◀◀





Manuel  
Cortes

## Change is coming

Following the announcement that talks exploring the possibility of a merger with Unite would not be proceeding any further, our Executive Committee (EC) has started progressing a root and branch review of everything our union does. The overriding priority is to maintain our union's ability to continue to represent you both individually and collectively, to build our membership where possible and to campaign with you to influence external decision makers – be it employers or politicians – whilst also seeking to eliminate the operating deficit that a declining membership has created. You know, there is no doubt that painful and hard decisions lie ahead to safeguard our union's future in the short to medium term.

Our union needs to be financially sound to be able to continue to protect your interests. That is why our EC has set up working parties which are considering ways of increasing income and also looking at how we can best uphold our union's democracy whilst implementing cost reductions. A consultation document on how these issues might be taken forward will be circulated to branches on 20 January for comment by 14 March, with the final document being presented to our 2014 conference. Your branch will meet between the above dates to have their say – please go along to ensure your voice is heard!

Sadly, we have also had to announce proposals for a new staff structure that will lead to a significant reduction in headcount – we are looking for savings in staffing costs of well over a million pounds. We previously underwent a major reorganisation of our paid staff in 1998 and a subsequent one in 2005 that took account of our decreasing membership and the changed nature of the rail industry due to privatisation.

Since 2005, our membership has declined and there has also been a reduction in the number of core bargaining units in which our staff support the efforts of your elected workplace representatives. The number of train operators has decreased and with Network Rail taking work in-house, the number of contractors they engage has reduced. As our shift towards becoming an organising union continues apace,

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the workload associated with individual casework is now mostly undertaken by your elected workplace representatives. This means there is scope for a slight reduction in the number of front line staff that our union employs without having an adverse effect on the support that is available to you and your elected workplace representatives. Unfortunately, this also means having to make a greater headcount reduction elsewhere to balance our books.

It is worth noting that our EC remains firmly committed to a no compulsory redundancy policy for our employees. However, I am sure that you will understand what a difficult time this is for our staff. I know that they will continue to act in a professional manner throughout these incredibly trying circumstances. Frankly, they are an immense credit to our union.

The sad reality is that technological change continues to pose a major challenge to our union's membership and financial base. London Underground's recent announcement of the closure of all booking offices within their network by late 2015 is a good example of this – almost 1,000 jobs are under threat. At times like this, our union's role is to stand shoulder-to-shoulder with you to defend your interests and to campaign for changes that have positive effects on your livelihoods.

That is why we are launching a campaign with the London Labour Party to defend station staff within our Underground – backing our members' efforts in regularly leafleting the public to gain their support against these dreadful cuts that will make our tube less safe. We also have similar initiatives through our Better Rail Campaign to defend jobs and services across the mainline railway and of course we are campaigning extremely hard to retain East Coast in public ownership and to extend this model to the rest of our railways. You know, during my watch, whatever changes are needed to eliminate our union's deficit will not be made at the expense of protecting your livelihoods!

Lastly, can I also take this opportunity to wish you and all your loved ones all the very best in 2014. ◀

comment

TSSA president [Mick Carney](#) recently joined Unite Against Fascism on a visit to Poland, seeing at first hand the legacy of Nazi fascism.



# Auschwitz must be a warning to us all

CC-BY-SA Angelo Celadon

**KRAKOW IS A** beautiful city, with a lot to see, reasonably priced and well worth a visit. Relatively undamaged during World War II, it is a mix of Austro-Hungarian, Russian and German architecture. Within it, the once thriving Jewish Quarter now looks a little despondent, perhaps just because of the rain whilst we were there. On our visit in November some of what we saw was recognisable from *Schindler's List*, including the small ghetto into which the Nazis forced large numbers of Jews.

Our group, which also included TSSA's Alex Stoten (Big Al), then visited Schindler's factory. The machinery as depicted in the film had long gone. In its place is a museum of Poland and the brutal treatment of Krakovians – both ethnic Poles and Jews. Our guide explained things quite matter of factly – which whilst understandable, was odd when you think of what you were seeing. Something he said at the end of the tour stuck with me: the legacy the Nazis left his country is that as soon as people think of Poland, they think of the War. That will never go away. This is a real shame as it's a beautiful country.

The next day we went to Oświęcim. Auschwitz. Something I never knew was

that the original Auschwitz camp started life as a Polish army barracks. A number of these barracks have been turned into rooms with, I suppose, what you would call exhibits. Items not destroyed by the Nazis before the liberation of the camp by the Soviets. Some of them, I confess, were too hard to stomach. Nothing really prepares you for two tonnes of human hair and the mattresses and blankets prisoners were making for shipment back to Germany. The barbarity people faced was evident. On one wall were pictures of inmates. All with hollow faces, soulless eyes. Their heads shaved. All of the people I was looking at on this wall were political prisoners: communists, protesters, trade unionists just like many of us. It was only halfway along that I realised that all the photographs were of women. It was impossible to tell. The pictures had details underneath: name, place of birth, date born, entered camp and date of death. Of all the pictures I looked at, no one was incarcerated for more than a year. No one survived. Going back through the camp I couldn't look at the exhibition of the children murdered there. I stayed outside. We then went to see the camp's first gas chamber, the only one intact.

We then visited Auschwitz-Birkenau – the much larger camp. This was the purpose built death camp, with many of those who arrived never being held as prisoners but sent straight to the gas chambers. Much of this camp, including the gas chambers and industrial size crematoria has gone, either destroyed by the Nazis to hide the evidence, or victim to the ravages of time. One thing that does still exist is the railway line. It makes you wonder how many rail workers were complicit? What choice did they have? The railways certainly played a huge part.

So why is this relevant now? The far right are on the rise in many parts of Europe and without vigilance and protest this could easily happen again. Think not? In 1928 the Nazis received less than 3 per cent of the vote. By 1933 Hitler was Fuehrer. Brought to power on the back of civil unrest and economic meltdown, much like we face now. Then it was Jewish people, now it is Bulgarians and Romanians. Hate-stories whipped up by the right wing press, someone to blame for the failings of capitalism.

Please note this trip was fully self-funded. ◀◀

Any major project has downsides as well as advantages, but with the proposed new North-South railway, do the efforts of pro-rail detractors of the project, coupled with the opposition of nimbies, risk collapsing this major investment in our railways?



Department for Transport

## HS2: Use it or lose it

With large sections of the media increasingly characterising the project as 'spending billions to get to Birmingham a few minutes faster', the building of Britain's first major new railway for a century is by no means a certainty. Despite a choice of name that prioritised the line's speed, this is a route which will connect 8 of the UK's 10 largest cities and add much-needed capacity to the rail network.

In addition to those impacted by the route selected, the forces opposing HS2 range from groups hostile to any large public investment, such as the TaxPayers' Alliance and Institute of Economic Affairs, to supporters of incremental capacity upgrades and myriad local transport projects. Some enthusiasts for other rail schemes or modifications to HS2 risk

making 'perfection the enemy of the good', helping collapse HS2 with no guarantee the Treasury will then hand over the billions 'saved' to their favoured schemes. It is important to be clear that the HS2 spending allocation does not 'belong' to the Department for Transport. If HS2 is scrapped, the funding goes with it. It would then be up to the Department,

**Some enthusiasts for other rail schemes risk helping collapse HS2 with no guarantee the Treasury will then fund their favoured schemes.**

the rail industry, local government and others to fight for a new allocation of billions of pounds against the competing demands of health, education and all other government spending.

### Growth and capacity

The last decade has seen a huge growth in rail travel – up by 50 per cent to 1.46 billion journeys a year. The fastest growth rate has been amongst long-distance journeys. By just 2020 there will be a demand for a further 400 million journeys.

The West Coast Main Line is already the busiest mixed passenger and freight railway in Europe. Despite the £9 billion decade-long upgrade, capacity constraints are already preventing new services being introduced. Last year the

The new Birmingham station at Curzon Street will be just a few minutes away from New Street.



HS2 Ltd

### Costs of a new North-South railway

Phase 1 (140 miles)	£15.6bn
Phase 2 (190 miles)	£12.5bn
Contingency Phase 1 (not intended to be spent)	£5.8bn
Contingency Phase 2 (not intended to be spent)	£8.7bn
<b>Core spending</b>	<b>£28.1bn</b>
<b>Core costs + contingency</b>	<b>£42.6bn</b>
 Rolling stock	 £7.5bn

Rail Regulator turned down Virgin's application to run two new services from London to Blackpool and Shrewsbury. With the number of existing train paths close to the line's capacity, punctuality is already suffering. New services are now only likely to come at the expense of cutting trains to other destinations. Is this the future we aspire to?

Some have suggested wringing the very last pieces of passenger capacity from the existing lines, laying parallel tracks, building grade separated junctions, lengthening trains and other measures. A recent report by Atkins costed a range of packages at between £16bn and £19bn – cheaper than HS2 but requiring 2,770 weekend's worth of closures spread over a period of up to 14 years and delivering only modest journey time improvements.

The new North-South line of HS2 would deliver an initial capacity of 14 trains per hour, rising to 18 trains an hour once the second phase is complete. As this would be additional capacity, this will also create space for at least an extra 20 freight paths a day on the West Coast Main Line, which already handles 40 per cent of all national rail freight.

Whilst journey time is not critical for all passengers, many of the savings HS2 would bring are significant enough that they will greatly alter people's perceptions of what journeys are reasonable to make. The new line would bring two thirds of the UK's population within two hours of London and transform the journey time between many cities, for example cutting London to Manchester from two hours eight minutes to one hour eight minutes.

### Cost and comparisons

Significant improvements in infrastructure rarely come cheap. The Intercity Express Programme for new rolling stock on existing lines is valued at £5.7bn. The upgrade to the West Coast Main Line came in at £9.5bn. The core costs for building both phases of HS2 are expected to be £28bn. A healthy contingency has been added on top of this and rolling stock will need to be purchased. For comparison, the cleanup costs of the Sellafield nuclear site are currently estimated at £70bn. (see table above)

### One think-tank included the whole cost of Crossrail 2, extra high speed spurs and tramway extensions in multiple cities as being part of HS2's costs.

Some pressure groups have sought to produce ever more inflated figures for the 'true' cost of HS2. In the 'analysis' carried out by one Thatcherite think-tank, the whole cost of Crossrail 2, extra high speed spurs, tramway extensions in multiple cities and regional electrification schemes were all included in their headline-grabbing total.

Costs have increased since the project was first announced, with a major driver of this being costly modifications called for by those living along the route. An

additional 14 miles of tunnel or green tunnels have been added on top of those initially planned, meaning more than half the route to Birmingham will be in cuttings or tunnels.

### Robbing Peter to pay Paul?

It has been claimed that HS2 is so vast in its scale that it will Hoover up almost all transport funding for a generation. After a recent investigation, the cross-party House of Commons Transport Select Committee concluded, "There is little evidence to suggest that the Government will squeeze transport spending in other areas to channel money into HS2. If anything the opposite is happening in the rest of this decade, with several major rail projects beginning and steps being taken to provide more predictable funding for roads." Given the construction project will span 15 years, spending will average in the region of £2bn per year, broadly equivalent to that currently being expended on Crossrail.

The creation of a major new domestic rail line – something which has not occurred for over a century – hangs in the balance. Britain can continue with a 'make do and mend' approach, or adopt the step-change in speed and capacity which a new high speed line will bring.

Many questions remain to be settled – from the phasing of the build to the ownership and pricing of services – but overall this is a project that deserves our strong support. ◀◀

● A new union-led initiative in support of the new North-South railway will be announced shortly.

**Christian Wolmar** argues against the Mayor of London's plans to withdraw almost a thousand customer-facing jobs from the Underground, just as some in the industry are waking up to how much staff are valued by passengers.



Andrew Wiard

# Tube cuts: not just wrong but crazy

Talking to Italian visitors the other day, they told me what they liked about the London Underground was the fact that staff were available to help them on their journey. I sadly had to tell them that this might be about to change, with the closure of all ticket offices on the system proposed by the Mayor and Transport for London.

There are many reasons why this is not just a wrong decision, but a crazy one. There are enormous short term

consequences, but also longer term ones too. The idea is that staff will no longer sit 'behind the glass' but will be around the ticket gates helping passengers use the machines and get their train. However, the fact that 950 jobs will be cut exposes the fact that this move is not about providing a better service, despite the sweeteners such as a 24 hour tube on some lines on Friday and Saturday nights and the increased availability of Wi-Fi, which were announced at the same time.

Of course, the unions recognise that changes to arrangements have to be made in response to the widespread adoption of Oyster. Only 3 per cent of journeys now use the ticket offices and that number is falling – nevertheless that still represents perhaps 100,000

people on a busy day. Keeping ticket offices open for long hours in little-used stations in the suburbs is clearly not the best use of resources. However, passengers want stations to be staffed. One reason for the growth of the London Overground services has undoubtedly been the fact that all stations are staffed throughout.

TfL has promised that all Tube stations will be staffed, but Tube workers I have discussed this with are deeply sceptical, suggesting it might mean that a supervisor is on call covering half a dozen stations at a time. Indeed, it is difficult to believe anything emerging from the mayor's office given that during his first election campaign he actually campaigned in support of those protesting at potential closures.



**The unions have a good opportunity to enlist public support to try to reverse these cuts. Passengers universally want staffed stations.**

And here is a bit of madness. Just as I was finishing this article, I cycled past a 'New Bus for London' – a vehicle which has an extra staff member on the rear platform with absolutely no role. These attendants do not sell tickets or do anything but ensure people jump on and off the back safely. This is beyond madness – our ridiculous mayor is therefore cutting back useful jobs which help people on the Tube while creating non-jobs to satisfy his vanity project of these expensive new buses. You could not make it up.

The unions have a good opportunity to enlist public support in an effort to try to reverse these cuts. Certainly, the workers I have talked to understand that it would be a mistake merely to protest about the ticket office closures rather than focusing on the wider issue of staffing. That is where the unions can be on to a winner as passengers universally want staffed stations. If this plan goes ahead, the whole feel of the Underground will be far less welcoming to visitors like my Italian friends and that is the key point.

It is, therefore, also important to fight against this change in a way that highlights the wider implications of a world with fewer staff and more automation. I was struck by the fact that Peter Wilkinson, the Department for Transport's (DfT) temporary franchising director, expressed a similar thought at a recent conference I was chairing. He said

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**The train operators seem to almost delight in the fact that much of what they do in the name of efficiencies makes life more unpleasant and difficult for passengers.**

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that it would be a mistake for railways to try to save money by reducing service levels and consequently, by implication, staffing levels. He seemed to understand the issue from the passenger perspective in a way that many train operators do not.

The train operators seem to almost delight in the fact that much of what they do in the name of efficiencies makes life more unpleasant and difficult for passengers. Take, for example, barriers. While these are fine at heavily used suburban stations, they are a real pain at



CC BY SA tompagenet

The Mayor is happy to commit to double staffing for little passenger benefit on his vanity projects, yet plans to undermine safe operation of the Tube.

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**The ridiculous mayor is cutting back useful jobs which help people on the Tube while creating non-jobs to satisfy his vanity project of expensive new buses.**

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major terminals like King's Cross and Paddington – if you have bags or a bike arriving at Euston on long distance trains is such a comparative pleasure as thankfully there are no barriers. The ones at Kings Cross are turned off more often than they are used, even at peak times, which negates their purpose. And, as an aside, the gates have created this vast area beyond the buffer stops with no catering outlets or any other shops which makes for a ghastly sterile atmosphere.

The gates, too, mean that there are far fewer ticket checks on trains. This is

a new way to annoy with a sponsored announcement advertising *Anchorman 2* – funny the first time but not thereafter.

Train operators who are selling a far more complex range of tickets will never be able to close all their ticket offices, but one can see a risk here. As smartcard technology spreads there will be pressure to close more and more offices – this would be a fundamental mistake. It is not only about protecting jobs, but wider societal concerns. In a world where we accept 2.5 million unemployed as apparently the norm, do we want to make yet more people redundant and replace them with machines. This is not to be a Luddite – we all use and enjoy technology – but it is a question of balance. We are in danger of going too far, as the DfT's Peter Wilkinson clearly intimated. At times, I need to be able to buy my tickets from a clerk who understands complex journey patterns, just as I want to be able to be served in the supermarket by a human being, not some idiot machine that keeps on telling me to bag an item that I have already put in one!

If Mr Wilkinson is able to persuade ministers that franchise bidders really should include genuine consideration of their passengers needs, then this decline in genuine customer service may be arrested. As for TfL and the mayor, however, it is only a campaign to boot out Boris that will bring about change. ◀◀

Britain is almost unique in its degree of private rail ownership and fragmentation, but that doesn't mean having a unified national operator is the norm across Europe. Paul Salveson investigates the mix of systems that many countries operate.



CC BY Freestock.ca

# Rail across Europe: Public, private and beyond

Europe's railways have experienced dramatic change over the last 20 years, with the traditional state-owned railway corporation controlling both track and trains becoming a rarity. Countries including Sweden, Germany, the Netherlands and Denmark have made radical reforms to the way in which both passenger and freight services are provided. In the case of regional passenger services, these changes are, in most cases, based upon strong devolved government, to mainly regional bodies (see *TSSA Journal* March 2012). However, inter-city and freight have not been immune from radical changes either. Some of the impetus for reform has come from the European Union, through a series of 'rail packages' which have liberalised the market for both international passenger and freight services. A 'fourth rail package' is currently being debated by the European Parliament and if adopted will take 'liberalisation' of rail operations much further. Labour's rail spokesperson Lilian Greenwood has strongly opposed its proposals for compulsory competitive tendering of 'domestic' rail passenger services. She told *TSSA Journal*: "No-one should doubt that this is an ideologically

driven agenda. Even the European Commission concedes that the evidence for imposing rail privatisation is 'ambiguous' and describes compulsory tendering as a 'political choice'."

So how far has liberalisation gone in Europe? It should be noted that the initial changes which began in the 1980s, in Sweden and then later in Germany, were not a result of an ideologically-driven desire to curb state ownership, unlike in the UK. The driving force behind change was a recognition that some rail services, particularly regional passenger services and freight, were under-performing. There was a desire to make better use of regional rail by devolving responsibilities to regional authorities who were more in tune with local people's needs, and could integrate rail and bus more effectively. In the case of freight, the issues were more complex, with a highly competitive road haulage sector which was increasingly able to cross national borders with minimal obstacles. International rail freight had to contend with different operational regimes, voltage systems and in some cases gauges.

However, a political momentum developed within the EU which was part of a wider neo-liberal approach aimed at encouraging 'competition' and, by

implication, privatisation. The first stage of this process was in the opening up of international services to competition. If passed, the current 'fourth package' proposals will see all rail services, passenger and freight, being opened up to compulsory competitive tender. The effect will be to seriously limit any attempt to develop a publicly owned and accountable railway, whether in the UK under a future Labour government, or elsewhere in Europe.

### How are railways run in Europe?

There is immense variation in how rail services are delivered within the EU, reflecting differing national priorities. In the case of Germany, the main structural changes have been in creating a more deregulated market for both passenger and freight. The 1994 'railway reform' legislation was aimed at attracting more traffic to the system, keeping control of costs and encouraging a more 'commercial' approach by the state-owned railway. It also provided for opening up a degree of competition in services, primarily freight and regional rail. The huge and monolithic Deutsche Bahn (German Rail) was broken up into two bodies: DB Netz for infrastructure and DB AG as the operator, which remains state

owned and continues to operate most inter-city services, including the successful ICE high-speed network. Its operations include DB Regio, focused on regional passenger operations whilst DB Schenker looks after freight and of course has strong UK interests. The deregulated environment means that DB has faced stiff competition from open access freight operators, whilst regional agencies have let franchises to a range of operators, including some foreign state-owned operators such as Abellio, owned by Netherlands Railways (NS) and Italian state-owned operator Netinera. Unlike the situation in the UK, DB is able to fight back and win franchises in other countries, not least the UK. Its purchase of British-owned Arriva has given it a strong presence not only in Britain but also in countries such as the Netherlands.

In the Netherlands itself, NS remains by far the biggest operator, and longer distance services are protected from competition. However many regional operations are provided by private companies on contract to provincial governments via regional transport authorities. DB-owned Arriva is the biggest independent operator in the Netherlands.

The election of a socialist government in France led to a major about-turn in France's approach, which was heading towards greater liberalisation. Whilst SNCF had been split into operations and infrastructure, there is a process of re-integration taking place which will keep within the letter, if not perhaps the spirit, of EU law. France has seen substantial devolution of powers over regional passenger services to provincial governments, with very positive results. However, unlike Germany, there is only one operator – SNCF – despite the efforts of Paris-based multinational Veolia, with operations across much of Europe, to enter 'its own' local market. Whilst advocates of privatisation suggest SNCF's 'sole provider' status brings all the downsides of having a 'monopoly supplier', the provincial governments have been able to drive hard bargains with SNCF to deliver high quality services.

Spain offers an example of the different results from an increasingly



**Labour's shadow rail minister Lilian Greenwood: "Even the European Commission concedes that the evidence for imposing rail privatisation is 'ambiguous'"**

decentralised country, with left-wing governments in some regions (Basque Country, Catalonia) and a right-wing central power. The national state-owned operator, Renfe, has experienced substantial budget reductions since the right-wing government came to power, with suggestions of a UK-style privatisation. Some regional passenger services are under threat of closure. However, the Basque government owns its own metre-gauge regional passenger network – Euskotren – which goes from strength to strength with new trains (built locally) and infrastructure investment such as track doubling and new stations. Meanwhile the neighbouring state-owned metre-gauge network operated by Renfe, which also runs some services in the Basque Country, faces an uncertain future.

In Italy, the traditional state operator, now trading as 'TrenItalia', remains a major player in the inter-city as well as local market, though some inter-city routes have been opened up to private competition. Italy also has a number of independent, publicly-owned local railways which are often vertically-integrated, with the regional council owning the rolling stock.

Further north, the Scandinavian countries offer different experiences. Sweden was at the forefront of separating operations from infrastructure back in the 1980s. The government encouraged well-funded county transport authorities to take over responsibility for both rail and bus operations. State-owned

SJ remains the predominant operator for inter-city services with its highly successful X2000 services. Denmark has also liberalised its regional services and DB-owned Arriva has won some contracts. Denmark has long had a network of community-owned local railways which mostly operate passenger services, though some also run freight.

Non-EU Norway has not gone down the liberalisation road, but has invested substantially in its national network. Switzerland, also outside the EU, has long had a complex, but highly successful, rail network based on the main state operator, Swiss Federal Railways (SBB) and a plethora of small, mostly community-owned regional railways. The local and regional services are typically provided by locally-owned arms-length railway companies with vertical integration between operations and infrastructure.

## Time for action

Each European country has its own approach, and the extent to which there is a desire for 'liberalisation' depends largely on the complexion of individual governments. The EU's 'Fourth Package' proposals for compulsory competitive tendering impose an unwelcome uniformity which risks undermining many of the successful regional and inter-city operations across Europe. The European Transport Workers' Federation, which unites transport unions across the EU, is strongly against the Fourth Package liberalisation plans. TSSA branches should mobilise to campaign against the proposals and work with sister unions, community rail groups and local Labour Parties to lobby their MEPs. The time is now. ◀◀



**The ICE trains of publicly-owned Deutsche Bahn run hundreds of services a day, whilst the total number of private long distance services in Germany is about a dozen.**

CC BY NC SA Darkroom Daze

# Injured TSSA member awarded £62,500

A TSSA member who was injured in a road traffic accident has been awarded £62,500 compensation after receiving help from Morrish Solicitors. John, from South Yorkshire, was cycling home from work in 2008 when he was involved in an accident with an HGV, causing him to be propelled into the road. Emergency services were called immediately and he was taken to the hospital. John underwent treatment for shock and soft tissue injuries to his head, neck, right shoulder, back and right hand. Investigations into the accident proved that the defendant, who was travelling in the opposite direction, was making a right turn across John's path. The defendant claimed that he did not

see our member until it was too late. There was a failure of basic road safety on the defendant's behalf, as he did not observe John's presence, position or direction. An initial 50/50 offer on liability was put forward by the defendant's insurers, which was rejected. Liability was eventually admitted in full by the defendant's representatives. Along with the soft tissue damage to his neck, back and hand, the member later developed tinnitus, headaches and suffered psychological injury, which required extensive counselling. This resulted in John having to take weeks off of work and requiring care and assistance that was provided by members of his family following the accident.

Morrish Solicitors initially obtained medical evidence from a consultant in accident and emergency medicine and consultant neurologist who confirmed that our member's physical injuries and symptoms were as a result of the accident. A consultant psychologist was later instructed, who confirmed that he was suffering from Post Traumatic Stress Disorder and would require ongoing treatment. Court proceedings were issued as the defendant was not prepared to fund the cost of the member's ongoing medical treatment, even though liability for the accident was admitted. An initial settlement offer was put forward in February 2011 for £16,000, followed by a further offer of £27,500



BY NC ND nigel@hornchurch

that December. This was finally increased at a joint settlement meeting, which took place in September this year to a full and final settlement of £62,500. This was inclusive of the member's financial losses suffered as a result of the accident and the claim for injury. John said: "The individual solicitors worked extremely hard and in a most professional way giving me outstanding guidance and support, which helped me through this most traumatic time in my life. I need to thank them very much. Morrish solicitors gave invaluable assistance and managed to settle my claim for compensation in a

competent and satisfactory manner. Please accept my sincerest thanks and wholehearted appreciation for all of their hard work throughout my claim for compensation."

● Based on a real life case. Certain details have been altered to protect the identity of the victim. Morrish Solicitors offers free personal injury legal advice for TSSA members and their immediate families. You can call them on 0800 093 0353.

Morrish Solicitors is a Limited Liability Partnership and regulated by the Solicitors Regulation Authority.

# Accidents do not happen - they are caused!



As a member of the TSSA, should either you or your immediate family suffer injury through someone else's negligence, you will be entitled to FREE legal advice and representation from our specialist personal injury lawyers Morrish Solicitors LLP.

No money will be deducted from any compensation recovered and no charge will be made to you or your family for the advice and representation you receive.

If you'd like to find out more, call us today and we will look after you.

**TSSA Personal Injury Services**  
**Free to Members & their families**

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ACCIDENTS AT WORK   ACCIDENTS OUTSIDE WORK   ASSAULTS   ROAD TRAFFIC ACCIDENTS   SLIPS OR TRIPS   OCCUPATIONAL DISEASE

If you have a question about your workplace rights, call our employment law specialists on 0800 3282673 in the UK or 1800 805272 in the Republic of Ireland or email [helpdesk@tssa.org.uk](mailto:helpdesk@tssa.org.uk)  
Hours: Monday to Thursday 8am–6pm Friday 8am–5pm

## Tablet troubles?

**Q.** Our company has said it is looking at introducing a 'bring your own device' (BYOD) scheme, and wants to meet us reps to consult it in. This would mean staff using their own devices, eg laptops, tablets, smart phones etc to do company work on. Many of my colleagues seem all in favour, thinking it will make it easier if they use technology they are familiar with, but I have lots of niggling doubts about it. What do you think?

**A.** A very topical question, good job we've just had Christmas. Can't your employer afford their own computers, or software? There are so many pitfalls to this I wouldn't want to touch it with a barge pole – theirs or mine.

Firstly, will the company insist on having access to these devices just to keep an eye on your work? And then will they insist on having access to your own private stuff? And what about those people who share a device such as a tablet with the family? Do family members have a right to a private life or does the employer get to see all that as well? Also, what about restrictions on what



you can or can't download? I can't recall the last time I wrote a paragraph with so many question marks, but this could be a real can of worms.

Added to that is the small matter of the Data Protection Act. Only, not so small. Look at some of the massive fines the Information Commissioner hands out when companies get their data protection wrong. And who's going to be carrying that data – lots of employees with their tablets. So who will be responsible when somebody leaves their device on the train (because they will have been

working on the way to and from work – all part of the employer's scam to squeeze out that extra bit of 'productivity')? Will it suddenly become gross misconduct to lose your iPad or have your phone nicked? Because if there's company data on it and they are facing a big fine from the ICO that's what you're looking at.

I would be very careful before I signed my members up to this without some very clear policies and guidelines being agreed. And probably not even then. Tell the boss to buy his own computers!



Helpdesk organiser Cliff Uney

I have been writing this column for the last nine years, and this one is my last. If I have learned one thing from my time on the TSSA Helpdesk it is this. Employment law means nothing. It doesn't protect people from bullying, it doesn't save people's jobs, it doesn't remove stress and governments can change it whenever they need to react to a *Daily Mail* headline. And did you know that over half of tribunal awards are not even paid? The only thing that can stop an employer behaving badly is solidarity amongst the workforce, standing united to tell an employer "You can't get away with that. We won't put up with it". Joe Hill was right, there is power in a union!

Finally, I would like to take the opportunity to wish all TSSA members a very happy, prosperous and peaceful new year. ◀◀

UK

Republic of Ireland

0800 3282673 / 1800 805272

This is your chance to share your views with thousands of other TSSA members. The deadline for the next issue is 10 March. Letters may be edited for length or clarity. Email [journal@tssa.org.uk](mailto:journal@tssa.org.uk) or write to TSSA Journal, Walkden House, 10 Melton Street, London, NW1 2EJ.

## **Ticket office staffing is vital**

I was sorry to read in your article 'Standing up for our ticket offices' that there are official plans to close all Transport for London ticket offices.

Our local ticket office was a great help to our family when my mother, who had dementia, often used to go to the local station to try and get on a train when she didn't know where she was going. The man from the ticket office kindly used to phone us and we would go and pick her up. His action saved a lot of family distress and work for the emergency services etc.

The ticket office staff can be so helpful to people who are having trouble using the ticket machines, or are lost and to anyone who may feel threatened by a stranger following them. The staff in ticket offices act as a disincentive to trouble makers. Passengers would be less safe without them.

**Name withheld on request**  
Middlesex

## **Disabled members: nothing about us without us**

The AGM of TSSA's Disability Working Group took place in Bristol on 16 November this year. It was well attended and it was

good to see staff from both head office and the Bristol office there. There were many lively debates and motions to conference were discussed. It was great that most people who attended took part in the discussions, meaning that more and more people are taking ownership of what we're doing.

One of the recent wins for disabled people fighting for their rights was the successful appeal that defeated the government's intended abolition of the Independent Living Fund, showing that when people work together, campaigns can win. This

also highlights what the DWG has always advocated: "nothing about us without us".

Unfortunately the DWG will not be able to have its normal mini conference at the beginning of the main TSSA conference this year, mainly because of the alteration of the timings of the main conference. However the DWG welcomes anybody who would like to attend our next meeting (in February) – the more input we get, the more success we will have.

**Cath Murphy and Pauline McArdle**  
Disability Working Group

## Member remembered

### **David Hayday, 1923–2013**

David Hayday, a member of TSSA for 72 years, recently passed away aged 90. On leaving school he began work at Portsmouth station's newsagents from where the station master spotted his enthusiasm and took him under his wing. He saw wartime service with the Royal Engineers based at Dover Castle before returning to the Southern Railway.

David was an active member of the London South Western Divisional Council and of the Southern Region Sectional Council of TSSA as well as arranging many weekend schools for the Association. Retiring in

1982, he was awarded honorary life membership in recognition of his many years of dedicated service to the union. Outside of work, his interests ranged from freemasonry to bowls.



David, seated, bottom right at a 1950s meeting of the South West Divisional Council.