



18th July 2017

RMT ADVICE – LUL HOT PROCEDURE

Following the discovery of a suspect package on a Jubilee Line train in October 2016 that did contain explosive material and which could have caused horrific injuries had it detonated, your RMT representatives commenced talks with LUL about the suitability of the company's current security processes as the North Greenwich device did not fulfil any of the characteristics of the **HOT** Procedure.

HOT is a system designed to enable front line staff to effectively deal with left luggage on the system and minimise the risk from potentially explosive devices.

Genuinely lost items are generally:

- Not **H**idden
- Not **O**bviously suspicious
- Are **T**ypical of what is regularly encountered as lost property

In the case of the North Greenwich incident the item wasn't **H**idden, it wasn't **O**bviously suspicious and it was **T**ypical of what is found as lost property. On this basis your representatives approached LUL management requesting a review of the **HOT** process.

LUL have responded by producing a variation to the **HOT** process that will require staff to open items and inspect their contents, even if this involves using force to break locks or to break zips to do so.

LUL's proposals also alter which member of staff takes responsibility for the decision to evacuate premises. Currently the front-line member of staff is the person who takes this decision but under the new process this decision can be challenged and overridden by local or route management.

Your representatives have attempted to resolve changes to this process with management but our efforts are being met with insistence from management that the new process will be implemented.

ACTIVE SHOOTER – BLADED WEAPON

You will also be aware of other recent security incidents at Westminster Bridge and Borough Market and your representatives have also raised concerns with management over what appears to us to be a lack of necessary knowledge and preparedness of front

line staff when faced with such circumstances. This leaves many staff ill equipped and unsure of what to do in such life-threatening situations. Some sections of staff have received no additional training or information whatsoever.

Your representatives have stated that these matters are too important for the protection of RMT members and have committed to working with LUL to improve the situation but we are facing an approach from management that can best be described as hitting a brick wall.

RMT ADVICE

With regard to the **HOT** procedure RMT members should follow the guidance and instruction set out in LUL's "Security Employee Guidance" last published in 2008.

RMT members are also reminded that in situations of serious and imminent danger employees are protected under the law if they remove themselves from a work area if they have a reasonable belief that they feel under threat. Any member who is compelled by management to open or tamper with a package they consider suspicious may find themselves in such a position and may wish to invoke the Worksafe procedure. RMT publish a guide to workers' rights on serious and imminent danger which is available at:

<https://www.rmt.org.uk/news/publications/serious-and-imminent-danger-booklet/?preview=true>

In the event of management proposing to, or taking disciplinary action against our members who put safety first, RMT will defend those individuals' rights as allowed for under the regulations.