

Can Rostered Staff Be Made to Work at Another Station?

If you are rostered, management can only require you to work at another station on your group *if the need to do so arises from an unanticipated occurrence.*

An unanticipated occurrence may include, for example:

- a major incident or emergency at the other station which needs extra staff to help
- a member of staff going off sick without notice.

It does *not* include:

- duties being uncovered because a post has been kept vacant
- duties being left uncovered because management have refused to offer them out on overtime
- duties being uncovered where the rostered staff are away on leave or on a training course
- planned engineering works, for which management must consult with your trade union reps about any duty changes.

Management can only request you to work at a station off your group due to an unanticipated occurrence, and even then, this can only be a request - you are free to refuse.

Should you work at another station, all additional travelling time must be during your working hours.

London Underground's Framework Agreement for Station Staff states: **Resident staff will occasionally be required to work at other stations within their group of stations. They may also be requested, with their agreement, to work at other stations in any job for which they hold the relevant licences, provided the requirement or request to work at another station arises out of an occurrence which was not anticipated.** (Schedule 2, clause 1.2)

If you believe that management are breaching these rules, or are putting undue pressure on you, please contact your RMT rep straightaway. You do not need to go along with management's efforts to cover for their own policy of deliberately under-staffing when this breaches your rights.

know your rights

- Read the Framework Agreement for Station Staff here: www.rmtplatform.org.uk/stationsframework. This is the version that applies currently, whatever the company Intranet says!
- Rights for reserve station staff here: www.rmtplatform.org.uk/reserves
- Read more information about your rights at work here: www.rmtplatform.org.uk/rights

Management are preparing for job cuts by:

- not filling vacancies
- not covering duties
- breaking their own policies and agreements

What this means for staff

- not getting the transfer you nominated for
- not getting the promotion you worked hard for
- being over-stretched at work
- risk to your and your passengers' safety

What you can do:

- Record any incident where under-staffing has caused a problem - fill in an EIRF yourself or ask the Station Supervisor to do it.
- Remember that you have the right to refuse to carry out work if you have safety concerns - insufficient staff may give rise to concerns about congestion, assault, ability to deal with emergencies, and other issues
- If you are top of the waiting list for a post that is vacant, you should be given that job - if you have not been given it, submit a grievance. Your RMT rep can help you do this.
- Support RMT's campaign SOS: Staff Our Stations - more information: www.rmtplatform.org.uk/sos



Your RMT Stations and Revenue Council representatives are:

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Neil Cochrane 07739-869867

Mick Crossey 07931-570521

John Kelly 07740-065367

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