



New Pension Arrangement Explained

London Overground is changing the way employees pay contributions into its pension system (the RPS) by introducing an arrangement known as 'salary sacrifice'. Under the old system, you were paid your salary with your pension contribution deducted from it. Under this new system, your salary is reduced by the amount of the pension contribution and the employer pays your contribution direct to the fund. What's the difference? The company hands over less money to the government in National Insurance contributions and so saves a lot of money - and you save a bit too, but nowhere near the amount saved by LOROL.

RMT is not particularly keen on 'salary sacrifice', as it undermines the National Insurance fund, from which state pensions are paid. However, it does mean that in most cases (read on to find out if you are one of the exceptions), you will pay less money into your pension while still getting the same amount out when you retire. So the union is prepared to accept the arrangement, so long as the employer gives some of the money it is saving into the pension fund.

The good news is that due to strong representation from RMT, LOROL is the first (and so far only) railway employer to agree to do this, and is paying 20% of the approximately £100,000 per year it is saving into the pension fund. We would prefer it to pay even more, but it is a start - and LOROL's decision is putting pressure on other railway employers to do likewise.

Under this new arrangement, workers will save around 9.4% of their pension contributions. The only catch is that if any of your pension is linked to the state (earnings-related) second pension, then that would be reduced, so your pension would be lower. The majority of us are in the Railway Pension Scheme, which is contracted-out from the state second pension, so this catch should not apply to us.

But it may apply to you if:

- you are in a very low-paid grade and supplement your basic wage with lots of overtime and shift premiums
- you are not a member of the RPS or another contracted-out pension scheme

If either of these apply to you, please seek advice before deciding whether to take part in the 'salary sacrifice' arrangement.

Participation in the Salary Sacrifice arrangement is not compulsory and individuals who wish to opt out should contact management.

This newsletter has been written by your RMT representatives: fellow LOROL employees who represent your views and interests. We know you want to be kept better informed, so aim to produce this newsletter every two months.

Your RMT representatives:

- Derek Crago, Customer Host, West Hampstead station, 020-8963-6375 - stage 2 rep for station staff, Watford Junction - Hackney Wick
- Theresa Opoku-Ware, Customer Host, Dalston Kingsland station, local representative for staff at all stations from Kentish Town to Hackney Wick: 07950-589653
- Gary Foster, Willesden TMD, internal 46212
- Nick Kempson, Engineering
- Amit Behal, Revenue Protection Inspector, Willesden Junction - local rep: 07920-878623
- Arnold Randal, Revenue Protection Company Council rep: 07917-210779
- David Cranstoun, Customer Host, Acton Central station: 020-8963-6378
- Ken Duffy, New Cross Gate station: number available from Supervisor
- Keith Saunders, Secretary, RMT Willesden Rail branch
- Steve Hedley, RMT London Transport Regional Organiser, 07545-530526



Dashboard

A proposal from management is to micro-manage station staff and other grades by introducing the customer service 'dashboard'. Staff are already audited on a daily basis on Key Performance Indicators (KPIs). Your union reps were consulted on Dashboard but were uneasy on how far it will go and how much management expect from frontline staff

One rep writes

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Big Brother is watching us. I do not advise the King Canute modus operandi of

pushing the waves back and the futility of resisting the inevitable.

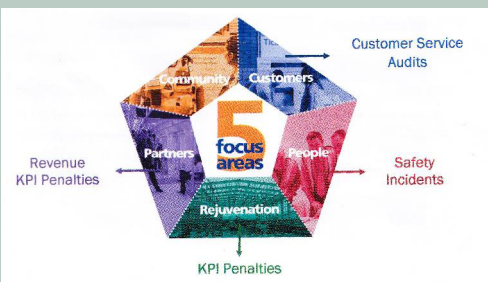
Dashboard affords us an insight in the company's profitability via booking office and ticket office vending machine usage. (Very useful for pay reviews.)

'Vital' operational issues: Do you wear your tie? Do you wear your name badge? Do you pick your nose?

Which brings us aptly to the subject of uniform re-issuing. - which has not yet occurred since the birth of LOROL in November 2007.

Interestingly, lower-graded managers are also having their performance (or lack of it?) scrutinised.

This is a massive observation tool, and I firmly believe we have as of yet observed just the tip of the iceberg. Remember what happened to the Titanic, which was deemed unsinkable!



Have Your Say on Pay

Concerning the next pay deal ... As you are aware, negotiations are due to start in the new year. RMT would like to hear your views and ideas on the pay deal, so please let your local rep know your feelings about what the final outcome should be.

For example, do you want a one-year deal, or two? On stations, would you be willing to work until later times for a bigger pay rise?

We think your views count.



Southern Stations

Welcome to the ten former Southern station staff.

In this RMT newsletter, we invite you to join the union, and in doing so you will be making your views and opinions known and addressed.

In the coming weeks, RMT reps from other areas on the LOROL network will be visiting the stations to talk about the benefits and reasons why you should join RMT.

In the meantime, if you have work-related issues or concerns, please do not hesitate to call me, Ken Duffy: my number is available from the Supervisor at New Cross Gate.

Thanks for taking the time to read this newsletter.

Revenue Protection Inspectors

A very important department for London Overground. Why? The most mobile unit, we do so much and ask so little in return!

RPIs help save revenue for LOROL, in terms of millions of pounds in fines, work our guts out to make sure ticketless travel is lower than the expected 5%. And guess what? It only took 19 of us to do it!

We are strong by heart and professional by work, willing to go the extra mile, give the best customer service, and treat offenders the right way. We are what we do. The figures tell the truth.

We will not accept management taking advantage of us, for example trying to get us to work on the rail replacement buses or carry out experiments on the East London line.

- Get an application form from your local RMT rep

Join



- Phone 0800-376-3706
- Join online: rmt.org.uk/join