



upfront

March 2025 - www.rmtlondoncalling.org.uk/trains

www.rmt.org.uk/join

RIP UP EVERYTHING TODAY FOR A MAYBE IN 3 YEARS TIME? **NO THANKS**

GUIDELINES FOR TRAINSTAFF DUTY SCHEDULES AND ROTAS

- 1. INTRODUCTION**
The new Standard of written 'arrangements' extracted from the Framework Agreement, the Professional Train Operators' Agreement and from company-issued conditions and additional parameters. The new Standard of written 'arrangements' extracted from the Framework Agreement, the Professional Train Operators' Agreement and from company-issued conditions and additional parameters. The new Standard of written 'arrangements' extracted from the Framework Agreement, the Professional Train Operators' Agreement and from company-issued conditions and additional parameters.
- 2. WORK**
a) The duty week averaged over whole rota week should be rostered as two rest days per rota week. The rest day will be rostered until after finishing work. The rest day will be rostered until after finishing work.
- b) Hours on rota balanced as far as possible to within plus or minus 36m to 302h

pitfalls that could significantly impact our working lives

The worst part – we would open ourselves up to significantly increased flexibility and the loss of numerous agreements, before

we even get to discussing a four day week rota.

RMT has an alternate, simple, plan – in our imminent pay dispute, demand and fight for reduced working hours with no increase in flexibility leading to a real, reduced hours, 4 day week.

⇒ *Turn over the page for our analysis of the offer.*

Four-Day Week Proposal: A Trojan Horse for drivers

The proposal for an average, compressed four-day working week for Train Operators (T/Ops) may seem appealing at first glance, but a closer examination reveals a concerning reality.

This plan is riddled with potential

LU Management's Broken Promises

1. Cab security promised by 2023 then ditched and only back on the agenda due to pressure from our safety reps with completion a further two years away.
2. CDP cuts to "help out just during COVID"? Never returned as promised and now threatened again in this 3-year plan of cuts and change.
3. NT agreement to create a new grade? Ripped up by management at the earliest possible opportunity.
4. 2023 pay deal? We were told there was no money left, but £30m was found by RMT. Also no sign yet of the Priv Card promised in this deal.

The 'Offer' - Condensed

Year 1 Roster sizes will change, some drivers will be displaced, others may go back into the pool. Management will be given 24-hour access to us, via iPads. **No 4-day week.**

Year 2 Framework ripped up. New shifts a maximum of 9.5 hours. Still working 5 days a week. Duties can start 0345 or end 0230. New drivers dumped in a 5 year - anything, anywhere 'Project Pool'. Paid meal break to be introduced, but largely cancelled out by the no longer paid walking times to the train for picking up or booking off. **No 4-day week.**

Year 3 If all the above is agreed, along with further agreements likely being threatened; block leave to be cut by 2 weeks, but an extra rest day to be rostered most weeks.

A big gamble for something that may never happen, certainly not before 2028 and unlikely to be on all lines by this time. **Why risk all this when instead we can unite and push for reduced hours right now in the 2025 pay claim?**

Join train drivers' union RMT today

It is simple to join up. Scan the QR code, go to www.rmt.org.uk/join, call 0800 376 3706 or talk to your local train driving RMT rep.





Longer Shifts, Scheduling uncertainty and Increased Fatigue

The plan also includes an increase in the maximum shift length from 8 hours to 10 hours. This represents a significant increase in working hours, which could lead to increased fatigue and stress for T/Ops. The potential impact on safety is a serious concern.

Learning just 24 hours before, what time your spare turn will start will cause issues too. How do we organise family commitments around this?

What if you need an early for child-care, but it runs until 2 or 3 pm? Or your late shift now comes out of the depot at 3pm or runs until 2.30am? How much walking or travelling time would you lose where previously this was be paid duty time?

No duty schedules are likely to be produced for years so you will be expected to sign up to this proposal and accept ten-hour shifts without any idea what your day to day working life will look like.

The Illusion of Paid Meal Reliefs

The introduction of paid meal reliefs may appear positive, but the proposed changes to booking on and off procedures could render this benefit meaningless. In many cases, the time gained from a paid meal relief

will simply be lost through unpaid booking on and off periods, resulting in no actual reduction in the time in the work place.

Overtime: A Double-Edged Sword

While the introduction of overtime may be welcomed by some individuals, it will likely lead to reductions in roster numbers and upheaval across the grade. This could create further instability and uncertainty for us. Under trains modernisation, bosses stated it would mean a potential cut of 10 % of drivers. Now they won't ever reveal figures.



A Long and Uncertain Road

The proposed plan is a long-term project, with full implementation expected to take years, rolled out line by line.

A no strings cut in hours would mean more train operator jobs, strengthening our grade. This plan will likely mean a cut in overall numbers, weakening us.

We'll be required to make significant concessions before even reaching the four-day week stage, with no guarantee that the final outcome will be beneficial, or even happen.

We should stand together and demand a no strings cut in hours now. Why let management trample all over our agreements for three years, for an unknown compressed week that isn't guaranteed for years?

A Better Alternative

Instead of accepting this flawed proposal, we should demand a reduction in hours without any increase in

flexibility in the upcoming pay dispute. This would be a more direct and effective way to achieve a better work-life balance for us all.

Conclusion

The proposed four-day week plan is a Trojan horse that could have serious negative consequences for us drivers. RMT reps at a recent meeting unanimously felt that this is a dangerous plan and that instead we should fight for a genuine reduction in working hours that benefits all drivers equally.

We will all have to work under this new regime if it is accepted. What will these long hours and increased flexibility mean to you and your colleagues throughout your career?

What do you think?

Please come along to train grades and tell your reps your view. All opinions on this are welcome and must be heard as this effects us all.

The boss in your house?

The compulsory iPad initiative is not just about 'modernisation' or efficiency; it's about extending the company's control over our lives beyond working hours.

The "always-on" culture blurs the lines between work and personal time, turning our personal devices into tools for constant monitoring and communication.

It's an invasion of our privacy and an attempt to keep us tethered to the job 24/7. You will be expected to use it on your rest days and during rest periods to find out what work you are required to do the following day for example. Any important document you read (or miss) will be logged.

We have a right to switch off. Keep work to rostered, paid, work hours!

Train Grades Meeting - Friday 14th of March - 1430

Join us [on Zoom](#) to debate these proposals. All members welcome, all views valid. Please have your membership number to hand. Your rep can provide it for you if needed.

