ANNEXURE - V

WORKER'S PARTICIPATION IN MANAGEMENT FOLLOWED IN THE BRITISH RAIL.

On British Rail there are five Unions:-
1. R.M.T (Rail & Maritime Transport), a major union with a membership of 70,000.
2. Aslenes - The members of this union are mainly Train Drivers, about 15,000.
3. T S S A - (Transport Salaried Staff Association), white collar workers, about 25,000
4. Confederation of Shipbuilding and Engineering Union. The members of this union are mainly from workshops, about 4000.
5. British Transport Officer's Guild - This union has about 1000 members.

TYPICAL STRUCTURE OF A UNION

1. All policy decisions relating to union matters are taken at the Annual General Meeting of the union
2. There is a council of Executive of the Union, who are elected directly by the members. All decisions are implemented through the council of Executive at the National level.
3. Below Council of Executives there are District Council. The District Council are based on Geographical Area. Members of the union elect the District Council Executives.
4. Below District Council there are branches: Like a Easton Station will have a Union Branch.
Negotiations with British Rail

1. National level -

i) At the national level there is 'National Negotiating Committee' which consists of members from the Executive Councils of all the Unions according to their representation.

ii) While dealing with BR, the Unions first come to an agreement amongst themselves. Otherwise, BR management can play the way it suits the management better.

iii) All issues dealing with employment conditions - like wages, no. of working hours, leave, etc., are dealt at the national level and there is a initiative from the unions on such matters.

iv) All business issues like charging of fees, closure of stations and redundancies are decided by BR management to which unions react. Like if a station is to be closed British Rail will decide the ultimate issue of closure even if the union opposes it. The unions can only negotiate with the BR as how to re-deploy the redundant staff and what benefits to be given to the redundant staff.

2. Regional Level

There are sections Councilors of the Unions at the Regional levels. Generally at Regional level the council has members of one union only. Not any significant activity is there at Regional Levels.

3. Local Committee

Workshops, Stations, etc., have their Local Committee.
General

i) Any BR employee can become a member of Union. Senior Officer's can also be a union member. Officers can also be elected to become full time union office bearers. In such cases they are seconded to unions for the tenure which is generally 3 years and then the officers can come to their original job.

ii) Staff Councils as in case of DB do not operate on BR.

iii) BR was of the opinion that Labour participation in decision making in DB is much more advanced as compared to that on BR.