

A smart new look

You'll notice a brand new look for London Underground staff as you travel around the network.

New uniforms have been rolled out line by line from April. The programme will be completed when the District line starts sporting the uniforms from 4 July.

The bright blue has been replaced by a darker shade with a more authoritative look. Parka jackets, anoraks and pullovers are also darker.

Train Operators can choose to wear a new style polo shirt which is appropriate for their working conditions.

The change came about after in-depth research into the opinions of staff and customers.

Male and female employees from a wide range of roles gave their views.

Hats have been made optional as a result, and a darker blue was also among the requests.

Revenue Control Inspectors also requested a different uniform from Customer Service Assistants so the different roles would be more obvious to customers.



Staff model the new-look uniform.

Uniforms through the years

When London Transport was formed in 1933, a standardised uniform was created with slight variations for the different roles.

The tube uniform was navy like the other transport companies, but distinguished by yellow piping and buttons and a yellow roundel on the hat.

In 1968, a more fashionable continental style was adopted.

Jackets became single-breasted with narrower lapels, with black buttons instead of metal, and trousers lost their braces and the yellow piping.

Women's jackets lost their belt and an 'air



hostess' style uniform was created.

The 1970s saw the most unpopular change, when the colour changed from navy to grey and the wool-style cloth used was replaced with a mix of terylene, rayon and nylon.

In 1987, blue uniforms were trialled at St James's Park and Leicester Square after staff consultation.

They consisted of a light blue shirt with dark blue and red fine stripes, a two-tone blue tie and navy trousers.

Ticket Clerks, despite their customer-facing jobs, were not required to wear a uniform until 1988.

Station in a train

A former Jubilee line carriage has been donated to Great Ormond Street Hospital for a new lease of life as a studio for Radio Lollipop.

The radio station will use part of the carriage to broadcast to the hospital's young patients. The remaining space will be used as an activity centre.

Barry Wilkinson, London Underground Sales Manager, organised the installation of the carriage.

He said: "Great Ormond Street's idea was really different.

"We had to adapt the carriage by reducing the

length, stripping out the interior, installing cabling for lighting and heating systems and adapting the door mechanisms."

The 32ft-long carriage, which weighs in at 26 tonnes, was transported on an articulated lorry and lowered into place using a crane.

"The carriage attracted a great deal of media attention, raising the profile of both London Underground and Great Ormond Street," said Barry.

Penny Howard, a Sister at Great Ormond Street, said: "The tube carriage will be a real treat for patients.



Triumphant team: (from left) Rod Done, Barry Wilkinson, Jack Attridge and Cliff Ellis celebrate a job well done.

Not only will the children be able to have fun and relax there, but it will allow them a break from hospital life."

What does the company do for our pensioners?



Pensioners' Forum Member
Gordon Dixon.

PENSIONERS' FORUM UPDATE

MAIN POINTS OF MEETING
HELD ON 5 MAY 2005

- The pensioners' representatives considered Issue 7 of the pensioners' edition of *otm* to be a great improvement on previous issues, with a much better balance between news and nostalgia.
- The pensioners' representatives expressed concern at the lack of progress being made by the working group set up to examine the Pensioner Liaison Scheme. They believed that there was a lack of commitment to the scheme by senior Tfl managers and that, as a consequence, it was inadequately resourced. Employee Relations Director Gerry Duffy confirmed that Tfl did support the scheme and undertook to talk to senior Tfl managers in an effort to expedite the working group's progress. For more information about the scheme, see the article on the left.

by Gordon Dixon, Pensioners' Forum Member

"What does the company do for our pensioners?" was the question posed in 1989 by LT Chairman Sir Wilfrid Newton to Director of Pensions Colin Coles.

Colin's response was that LRT was limited to the payment of pensions and responding to personal calls from pensioners on various subjects. That exchange launched the setting up of the LRT Pensioner Liaison Scheme and the appointment of a Pensioner Liaison Manager, Gordon Marsh (now retired).

After talking with several major UK employers, it was discovered that their pensioners' contact scheme was based on a different system. This was because these companies had a wider base within England than LT, a London-based company.

Gordon set about devising our own home-grown scheme. The objective of the scheme was to recruit Pensioner Liaison Representatives (PLRs) to visit each pensioner on their visiting list at least once a year to ascertain how

they are keeping and if there are any problems that the scheme may be able to help with.

The aim is to give information to help solve a problem, not to actually do it for the pensioner, as it would be better for the pensioners to rely on themselves. There would not be any financial help from the scheme, but the PLR may direct the pensioner to various bodies that may be in a position to help.

Gordon started in 1990 by sending a letter to nearly 40,000 pensioners and recalls that led to 3,500 replies to his office expressing interest. Eventually, there were around 250 PLRs, each with a visiting list of about 50 pensioners.

Pensioners who settled after retirement in the US, Australia, New Zealand, Malta and elsewhere were not forgotten.

"In those days, PLRs going on holiday abroad would ring me up in advance and agree to contact pensioners who were living within travelling distance in the country they were about to visit," recalls Gordon.

Help is needed to re-launch the scheme

It is sad to report that the number of Pensioner Liaison Representatives has dwindled from around 250 in Gordon Marsh's day to about 70 now. Almost every one of this much-reduced number of PLRs is valiantly attempting to provide a service to a visiting list much greater than the 50 pensioners initially thought appropriate. Some have visiting lists that are so long that they have no chance of visiting each pensioner once a year. It is thought that only about one in 10 of the company's pensioners now receives a visit.

Help is urgently needed to bring this service to pensioners back up to its previous level. Will you offer to become a PLR, perhaps just for a small list of pensioners? If you were a PLR once before, do consider returning if you can now spare the time.

You will see in the Pensioners' Forum report that we have been urging the management of Tfl to provide more support from the centre for PLRs.

- If you might be interested, please contact me, Gordon Dixon, at cambridge66@onetel.com or telephone 020 8445 3017.



Freephone number up and running

There's now no need for pensioners to call the previous 0870 number that charged some people at high rates depending on which telephone service

provider they use. The new number is now up and running and it's free for all callers.

- Just dial 0800 0155 074 for Pensioner Liaison.

Your contacts at your magazine

Do you have something you'd like to include in the next pensioner edition of *otm*? Let us know! Please remember to include a telephone number with your letter.

Your contacts at
London Underground

Dee Horsman
tel 020 7918 3388 fax 020 7918 3176
email deirdre.horsman@tube.tfl.gov.uk
Employee Communications,
London Underground,
55 Broadway, London SW1H 0BD

Or you can contact the team at
AB Publishing
tel 020 7922 5678 fax 020 7922 5679
AB Publishing Limited,
24-26 Great Suffolk Street,
London SE1 0UE
email onthemove@abcomm.co.uk

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TfL Pension Fund Annual Members' Meeting

The TfL Pension Fund invites members to the Annual Members' Meeting on 4 October 2005 at 11.00 at the Assembly Hall, Church House, Dean's Yard, Westminster.

You will be able to ask questions on the day.

Please make sure you bring some form of identification with you to be shown on arrival such as a staff pass or privilege ticket authority card.

Members who cannot attend can submit questions to the Trustees by writing to the Director of Pensions and Fund Secretary Sue Timbrell, who will answer as soon as possible after the meeting. Her address is 4th Floor, Wing Over Station, 55 Broadway, London SW1H 0BD.

Nominations for 2005 PCC elections

Nominations for this year's TfL Pension Consultative Council (PCC) elections close on Friday 19 August.

Five representatives will replace those who retire on 30 November 2005 under the PCC's constitution.

They are Cliff Bonnett and Paul Murphy (pensioners and deferred pensioners), Ray Spiteri (employees of TfL, its subsidiaries or contractors) and John Robson and Mark Harding (employees of London Underground, its subsidiaries or contractors).

Any TfL Pension Fund member may nominate another member – who may be a retiring Councillor – as a candidate for the section that represents them both.

This nomination must be in writing to the PCC Secretary, countersigned by another Fund member represented by the same section, and accompanied by the nominee's written confirmation that he or she is prepared to serve and a personal statement detailing their reasons for standing. A passport-sized photograph may also be provided for inclusion in any voting paper.

Completed nominations must be sent to PCC Secretary Sarah Parsons, TfL Pensions Directorate, Wing Over Station, 55 Broadway, London SW1H 0BD. Copies of the PCC constitution are also available from the same address.

If there are more nominations than vacancies, elections will be held by postal ballot.

Boost for Dial-a-Ride



An extra 33 new Dial-a-Ride vehicles are improving the quality of transport for disabled people in London. A further 50 vehicles will follow later this year.

The new vehicles have been custom-built for added safety and comfort following customer testing of prototype vehicles.

They feature better suspension, more space between seats, height-adjustable electric swivelling seats and a hinged floor at the back, which raises and lowers on airbags to allow wheelchair users to travel on a horizontal floor.

They join the 321 minibuses already used in the service.

Dial-a-Ride is a door-to-door transport service for disabled people who cannot use public transport. Fares start from just 60p and are based on the length of journey.

To book, you need to be a Dial-a-Ride member. To be eligible to join, you must have a permanent or long-term condition which makes you unable or virtually unable to use public transport in the capital, such as the tube.

People who are current Taxicard members, receiving the Higher Rate Mobility Component of Disability Living Allowance, registered blind, in receipt of Higher Rate Attendance

Allowance (women over 60 and men over 65) or receiving a War Pension Mobility Supplement are automatically eligible. Other people could still qualify, but may need to provide further evidence of mobility problems.

Application forms can be obtained from your local Dial-a-Ride depot:

- Camden, Hammersmith and Fulham, Kensington and Chelsea, Westminster boroughs – 020 7266 6100
- Barking and Dagenham, Havering, Newham, Redbridge, Tower Hamlets, Waltham Forest boroughs – 020 8498 8200
- Barnet, City of London, Enfield, Hackney, Haringey, Islington boroughs – 020 8829 1217
- Bexley, Bromley, Greenwich, Lewisham, Southwark boroughs – 01689 896333
- Croydon, Lambeth, Kingston, Merton, Richmond, Sutton, Wandsworth boroughs – 020 8879 5023
- Brent, Ealing, Harrow, Hillingdon, Hounslow boroughs – 020 8970 0090.

Other towns and cities in the UK may also operate similar services – please contact your local council or check your telephone directory.

New info to cut confusion

The way tube staff announce information to the public is changing to give customers more choice when making decisions about their journey.

A new Service Language – the terminology used to describe the status of the network – has been introduced to bring greater consistency.

Gerard Meaney, Programme Manager with the Quality Service Information

Team, said: "The change follows the introduction of the 'good service' terminology last year, which changed from 'normal service' to give our customers a more positive outlook.

"This new step will get rid of the generic term 'delays' and replace it with more specific information so a customer will know the impact on their journey."

Information on the service will be categorised by Service Control staff, who will pass it



on to stations and trains so PA announcements can be made and boards updated.

The new language was trialled on the Jubilee line last year and customer surveys showed it to be popular.

What's in a word?

Good Service	No noticeable impact on your journey.
Minor Delays	Noticeably longer journey time. However, stay with your planned route.
Severe Delays	Significantly longer journey time – consider using another route.
Suspended/ Part Suspended	Your planned route is unavailable – please use another route or mode of transport. Ask staff about your options.

Bus info enjoys an upgrade

Passenger information on the capital's buses is set to enjoy a £120 million upgrade.

Funded by TfL's five-year investment programme, the new system will bring better information on service running in the biggest project of its kind in the world.

Called iBus, the upgrade will involve satellite tracking to pinpoint the location of all buses on the network. It will use the on-board radio system to carry this information and feed it into new audio and visual displays on board buses to announce each stop along the route.

There will be a huge benefit not only to regular passengers, especially those with hearing or visual impairments, but also to tourists who may not be sure which stop they need along a route.

The information will also be fed into screens at bus stops to show expected bus times. The first buses with the new system will appear from 2007.



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If you have a letter to the Editor, send your contribution to *otm* pensioner letters, 24-26 Great Suffolk Street, London SE1 0UE, or email onthemove@abcomm.co.uk. Please remember to include your name and a contact telephone number – we won't publish your number but we may need to follow up information with you.

An easy ride for freeloaders

Dear Editor,

Maybe it is a general attitude or perhaps it is to do with the introduction of 'bendy' buses – I find many people jumping on to buses by the exit doors.

My experience of revenue protection in Europe and the US is that a positive attitude is taken to inspecting a large number of journeys, often keeping the vehicle stationary and locked during the inspection.

In Germany, I saw passengers without tickets handcuffed to the seat and carried to the terminus,

where they were locked up for a few hours in a police cell even when the passengers caught offered to pay the fine. In this case I believe the idea was to cause inconvenience to the offenders.

It is clear that there are too few buses causing long waits and packed vehicles where one-person operation cannot properly oversee and control activities on the vehicle, especially illegal rear door entry and passenger safety from assault.

Terence Freedman
London

Dear Terence,

Thank you for raising this issue. We take fare evasion on buses very seriously and do our utmost to ensure that all passengers pay their fares. We use various strategies to counter evasion, one of these being joint operations with the police where buses are held for a short period while passengers have their tickets checked.

As a result, annually we prosecute thousands of people for fares evasion. This, together with the £20 penalty fare, and the introduction of on-bus CCTV, demonstrates our commitment to maximising fare compliance and passenger safety on buses.

Peter Watters
Revenue Protection Manager

Fare dodgers prosecuted

Forty-one fare dodgers were successfully prosecuted at Brent Magistrates' Court for failing to pay penalty fares.

They were issued with penalty fare notices on London bus routes but, after not responding to those or reminder notices, TfL issued summonses instead.

£3,995 was awarded to TfL in costs, plus fines of £4,000. Had the people paid their penalty fare notices, the total would have been just £410.

The penalty fare for travelling without a valid ticket has doubled to £20 on London's tube, bus and Docklands Light Railway networks.

The increase came into force on 12 June.

Mayor Ken Livingstone said: "Only a minority fail to pay fares, but they are cheating the honest travellers. Freeloading will not be tolerated."

Transport for London has more than 240 Revenue Protection Inspectors patrolling the bus and tram network and there are currently 240 Revenue Control Inspectors on London Underground.

Around 50,000 penalty fares are issued each year on buses and around 40,000 on London Underground. Around 48,000 prosecution notices are served annually for more serious fraud and fare offences.

Fare evader sees the light

An unusual item landed on Piccadilly line General Manager Mike Challis's (pictured right) desk the other week.

Mike received an envelope postmarked from New Zealand, and when he opened it he discovered £400 in £50 notes and a letter.

"The letter explained that the anonymous sender used to live in London and had not always bought a valid tube ticket," said Mike. "He had since become a Christian and seen the error of his ways."

"It wasn't enough money to give our staff a new control room so we decided to donate the cash to Great Ormond Street Hospital, where it could make a real difference. They were overjoyed with the donation – if a little stunned about its source!"



Serving refreshments at Holland Park in 1940.



Balham station after an air raid in 1940 that claimed 68 lives.

How the tube helped to win the war

As celebrations take place for the 60th anniversary of the end of World War II, *otm* looks at how integral London Underground was for the war effort and the London public.

The Underground network has been vital to London life for more than 100 years, but it was never more important than during World War II.

When the war started, disused stations and tunnels were immediately utilised.

Down Street station, which closed in 1932, famously became the command bunker for Winston Churchill and the War Cabinet. Another abandoned station, Brompton Road, was chosen as an operations room for London's Anti-Aircraft Command, within a few metres of passing trains.

"Goode Street's deep-level shelter acted as a command centre for General Eisenhower when he put Operation Overlord into place," said Mike Ashworth from London's Transport Museum.

New sections of the Underground, which hadn't yet been completed, were turned into factories due to the security and secrecy they offered.

"The new Central line tunnels east of Liverpool Street were turned into the Plessey aircraft components factory. The 'Plessey Tunnel' must have been the longest factory in the world at the time as it ran for five miles between Leytonstone and Gants Hill," said Mike.

"London Transport had a big part to play in the production of aircraft, mainly four engine Halifax bombers. There was also a London Transport Spitfire Fund, where men and women donated money, from what was

already a slim wage, to help raise funds to build Spitfire fighter planes."

Sheltering in the stations

Heavy bombing started on 7 September 1940 and civilians poured into the Underground, with the highest number reaching 177,000 on 27 September 1940.

Westminster Customer Service Assistant Brian Frampton was a five-year-old when he, his mother and his aunts and uncles used the Underground for shelter.

"I was evacuated from London in 1939, but then came back and I used the shelters from 1944 to the end of the war," said Brian. "We never knew what to expect. One night a V1 doodlebug bomb blew up a factory across the road. I remember once being in my mother's arms as she ran to the shelter with bombs dropping behind us; the sky was as red as a signal light on a platform," he said.

Many stations were destroyed during the Blitz of 1940 to 1941 and the raids leading up to the end of the war, when London was pounded with V1 and V2 rocket-propelled bombs.

Tragedy struck on 14 October 1940 when Balham station was hit, killing 64 shelterers and four staff, but this was only a fraction of the 15,000 Londoners who lost their lives during the war.

However, morale was never broken and amazingly a tube service ran almost continuously throughout.



Some stations acted as more than just a shelter, offering medical care (1941).



A two-man bomb shelter.

Images courtesy of London's Transport Museum © Transport for London.

noticeboard

- The Chancellor's March budget included measures to give free off-peak local bus travel to all over-60s and disabled people in England from April 2006. It also scrapped the time limit on the payment of state pensions and certain benefits to people in hospital, meaning patients will receive pensions and benefits for the entire length of their stay. All households with a member aged over 65 will receive £200 this year to help with council tax bills, paid at the same time as the 2005 winter fuel payments. Age Concern has produced a booklet explaining these changes, particularly the council tax payments. Write to March 2005 Budget Announcements, Age Concern, FREEPOST (SWB30375), Ashburton, Devon TQ13 7ZZ or call 0800 009966.

- **GP surgeries are being supplied with posters giving advice on how to avoid carbon monoxide poisoning, courtesy of CORGI, the gas safety watchdog. Older people who spend most of their time indoors are most likely to become victims of the poisoning, caused by faulty gas appliances.**

- The Office of Fair Trading (OFT) has launched a new guide on how to recognise scams such as fake lotteries, prize draws, investment plans and work-from-home schemes. *How to Recognise a Scam* is available by calling 0800 389 3158.

- **Action is being taken by communications watchdog Ofcom to counter the problems of mis-sold fixed-line**

phone services. Ofcom has drawn up a new code of conduct, with the sanction of fining companies 10 per cent of turnover for continued breaches.

- A major survey has been completed to show the scope of work undertaken by Home Improvement Agencies (HIAs) across the country. *Foundations Bulletin – 16 February 2005: HIA Census 2004* shows how HIAs are helping with handyman schemes, accident prevention and hospital discharges. To receive a free copy, write to Foundations, Bleaklow House, Howard Town Mill, Glossop SK13 8HT, call 01457 891909 or visit www.foundationsuk.com and click on Policy Bulletins.

- **Funds totalling £60 million are available to help councils develop new ways of avoiding hospital visits and keeping people living independently for longer. Further information about Partnerships for Older People Projects grants is available at www.dh.gov.uk/PolicyAndGuidance/HealthAndSocialCareTopics/OlderPeoplesServices/fs/en**

- The benefits of elderly people owning a pet are explained in *Older People and Pets: A Comprehensive Guide*, which explores how to choose and look after an animal at home or in a care centre. The guide costs £14 from SCAS, The Blue Cross, Shilton Road, Burford, Oxon, OX18 4PF or by calling 01993 825597.

Obituary notices

If you have an obituary notice for inclusion, please send details to **otm pensioner edition, 24-26 Great Suffolk Street, London SE1 0UE, or email onthemove@abcomm.co.uk. Please include a contact telephone number in case we need to clarify any information.**

- **Richard (Dick) William Bowden** passed away on 6 November 2004 after a long illness. Dick was a Driver at Upton Park Garage on the number 15 and 86 buses.

- **John Cummins** passed away on 18 April 2005, aged 81. John worked in maintenance across various stations in north London, including Holloway Road, from the mid 1960s until his retirement in 1985. He had returned to Cork, in Ireland, five years ago.

- **Robert Dyke** died on 26 January 2005. He worked for London Transport for 25 years at Loughton Garage, first as a Conductor then as a Bus Mechanic until he retired in 1985.

- **Claude Stanley Goddard** died on 8 March 2005, aged 76. Claude emigrated from Barbados in 1960 and worked at Queensway station from 1960 to 1992.

- **Colin Harmor** died on 8 March 2005. Colin worked for the Traffic Office, Buses, at 172 Buckingham Palace Road.

- **Ena Harrison** died on 17 April 2005, aged 90. Ena worked as Nursing Sister

at Chiswick and Aldenham Works before her retirement in 1970.

- **John Kelland** died on 16 December 2005, aged 62. He joined London Transport in 1969 as a Trainee Apprentice in the Chief Electrical Engineers Department, retiring in 1992 as Project Manager.

- **John Malyon** died on 1 March 2005, aged 58. John worked at the Croydon Food Production Centre as Bakery Supervisor from 1970, where he met his wife, Susan.

- **Thomas Mason** passed away on 26 December 2004, aged 80. Thomas worked at Merton Bus Garage as a Driver and then Bus Mechanic for 34 years until his retirement in 1984.

- **Ella Nichols** died on 16 May 2004. Ella had more than 31 years' service with London Transport, spending the last years up to her retirement in 1977 in the Transport Advertising Office at Transad House, Leicester Square.

- **Albert (Bert) Roberts** died on 21 January 2005 aged 66. Bert joined London Transport as a Bus Driver and worked at Sutton Garage for 15 years.

- **John (Jim) Walton** died aged 81 on 27 January 2005. He worked as a Bus Mechanic at Clapton Garage for more than 40 years.

- **Ernest Watson** passed away in September 2004, aged 87. Ernest worked at Chiswick Works as a Fettleter for 37½ years.

In memoriam

- **Ian Bound** joined London Underground in the 1970s as a Booking Clerk and then Station Supervisor. Ian died in service aged 46 on 18 April 2000, after a long illness.

- **Derrick R Gunn**, JP, spent 35 years with London Transport going from Conductor to Driver and Inspector before becoming a Data Manager. Derrick died aged 64 on 26 January 2001.

- **Den Hackett** was a Driver at Clapton Garage in the 1980s. He passed away in November 2001.

- **George Edward Johncey** started work for London Transport as a Van Boy and ended his 49 years' service as Deputy Divisional Manager for the Metropolitan and Jubilee lines at Baker Street before retiring in 1980. He died on 13 April 2000, aged 82.

- **Brynley Jones** worked at Ruislip Depot, Ruislip Gardens for 20 years. He passed away on 5 March 2004.

- **Derek Martin** was a Bus Driver at Barking Garage. He passed away on 27 July 1999.

- **Charles (Jim) Parnham** worked as a Driver at Norbiton Bus Garage, Kingston-upon-Thames from 1974 until its closure in 1986. Charles passed away on 18 May 2003, aged 70.

- **William (Bill) Varnham** worked as a Turbine Driver at Greenwich Generating Station for 37 years, before retiring in 1995. Bill died aged 82 on 2 December 2002.

- **John Edward Walden** started with London Transport at Southall Garage in 1968 and was a driver until he left in 1984. He passed away on 17 April 2003.

New role for Chris

The workload hasn't diminished since Chris Miller retired from London Underground – he's just been appointed a Trustee of the TfL Pension Fund after nine years absence and elected as Chair of the Pension Consultative Council (PCC).

Chris is the first pensioner to fill the role of PCC Chair. He is also Chair of a branch of the TSSA, receiving the union's Gold Medallion for meritorious service last year. In 1980 he was elected to the Council of the 1970 Superannuation Fund, becoming a Trustee in 1983, a position he continued to hold with the current Fund until 1996.

Chris has recently become involved in the National Pensioners Convention, which campaigns for a fair deal for pensioners.

He was TSSA's elected delegate to their recent Delegate Conference, and now represents the union on the NPC National Committee.

"The pensions activities seem to be ever-increasing!" said Chris, who still manages to fit in a spot of gardening and walking when he gets the chance.

"I do think it's important to go along to meetings if you're a member of something and to get involved as much as you can. It's more fulfilling that way and you can give something back. I hope that during my time as Chair I'll help the PCC resolve some of its main issues."

Chris joined London Transport in 1963 as a civil engineering



Chris on the Greek island of Kefalonia.

graduate trainee. In 1976 he was seconded to the mechanical engineering department to run training programmes and in 1978 he joined the Human Resources team as a management trainer. He left the company in 1995 when the role came to an end due to a reorganisation but continued in business as a self-employed trainer.

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Award marks culture change

Efforts to improve the environment on the tube for female staff have been recognised by a major award.

London Underground was the overall winner in the public sector category at the Opportunity Now awards at the end of April.

Opportunity Now – an offshoot of Business in the Community – recognises employers that tackle barriers to women's progress and encourage an inclusive culture in the workplace. The award is testament to the great progress made since Hannah Dadds became the first female tube driver in 1978. For example, the new Hammersmith depot, due to open in the autumn, has been designed to accommodate an increasing number of female recruits.

The Managing Diversity Competence Programme (MDCP) is a crucial part of London Underground's efforts to understand and meet the needs of its female employees, from better quality workplace facilities to childcare, and to transform the culture and workforce composition into one that welcomes and includes women in all jobs, at all levels.

When completed in March 2008, more than



From left: Femi Johnson, TfL Project Manager for equality and inclusion; Terry Day, former London Underground Equality Champion; Carolyn McCall, chair of Opportunity Now; Nigel Holness, Service Director for the Bakerloo, Central and Victoria lines.

1,000 managers will have taken part.

"I've seen a huge amount of change in the attitude and response of my male colleagues," said Penny Hazell, General Manager, Bakerloo line. "There's lots more empathy, understanding and awareness of the issues staff are faced with both at work and at home."

Lola Okukenu, Duty Station Manager on the Paddington group, said: "The management has been quite flexible and adaptable to female staff needs, particularly with childcare arrangements."

Highlander still going strong

Retired bus Inspector and Driver Ian Miller has been throwing weights around – and breaking records in the process.

Ian, 71, an avid athletics enthusiast, set a new world record for over-60s for putting the stone in 2003 at Cophall Stadium in Barnet. In 2004 he also set world records for over-70s in the discus, 56lb turn and 56lb putt events at the European Throwers' Championships in Dunboyne, Ireland, picking up nine gold, three silver and three bronze medals. He has also recently won gold and

silver medals for the shot at indoor events in Cardiff and Glasgow.

Ian's love of throwing competitions stems from his childhood in the Highlands of Scotland. He was an international hammer thrower for Great Britain in the 1950s, and decided to take up athletics again on his retirement from Potters Bar garage in 1999.

"I still beat people who are 30 years younger than me," Ian said. "I love the challenge of throwing, and I've got no intention of stopping yet!"

Author celebrates centenary



100 years young: Sid (third from left) celebrates with his brother Don and friends.

Tube worker turned author Sid Snowsell celebrated his 100th birthday on 16 April.

Sid joined the Underground in June 1931 as a Plate Layer at Lillie Bridge Depot, transferring to Neasden as a Labourer on the High Tension Mains three years later.

He was then promoted to the role of High Tension Joiner.

Sid retired in 1970 and moved to Devon, where he and his brother Don penned a successful book – *In Peace, In War* – about their family life in Fulham.

Sid enjoys good health and plays whist with friends a few times a week.



We want your memories from the Piccadilly line!

The line will be celebrating its centenary in December 2006 and we are on the look-out for stories, pictures and anecdotes from the past.

We are interested in painting a picture of the changes that have taken place over the years.

Please contact Susanna Louhesto-O'Leary with your stories by writing to Employee Communication, 5th Floor East Wing, 55 Broadway, London SW1H 0BD or email susanna.louhesto-o'leary@tube.tfl.gov.uk

Want to be a part of the mechanical meeting?

Retired salaried staff who worked in railway mechanical engineering are invited to join an association which meets every fourth Wednesday at 55 Broadway.

The LT Retired Salaried Staff Association has 120 members drawn from Acton Works, Rolling Stock Development and Procurement, the railway depots and Lifts and Escalators.

The meetings usually involve a transport-related film or talk and afterwards people share their memories of former colleagues and discuss matters of interest to pensioners.

Some people arrive before the meeting to enjoy lunch in the staff dining room and a short visit to a local place of interest.

To join, just go along to the Pick Room at 14.30 on 27 July, 24 August, 21 September, 19 October or 16 November.

Alternatively, contact the association secretary John Withey on 020 8857 5354.