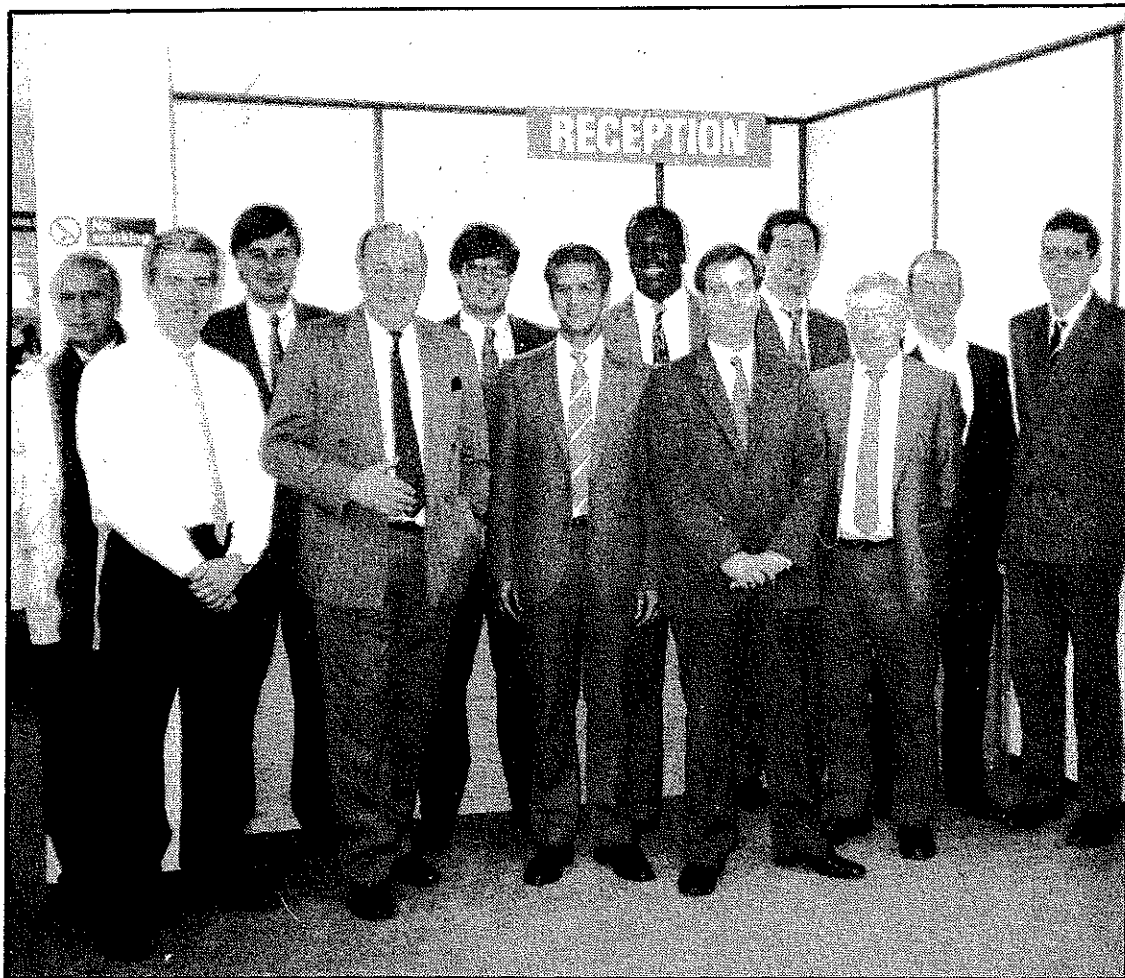


# The story of the Rem 11



THE REM 11

# The REM 11 Story

The outcome of the REM 11 case against the Post Office was a triumph for Trades Unionism, a triumph for right over wrong and above all a triumph for good comradeship and generosity. It is important that this is not left unrecorded or underestimated.

This record is in three parts. The Report in the Branch Magazine in March 1992, the Special Conference Edition of May 1992 and the final episode incorporating the Tribunal and subsequent re-engagement terms.

The REM 11 and their families endured over 2 years of trauma, distress and financial hardship. They were suspended in June 1991, dismissed in September 1991 and their appeals were turned down in November 1991.

The UCW at all levels found this gross injustice too intolerable to go unchallenged. At the 1992 Annual Conference, representatives of the REM 11 were given a marvellous reception. A motion pledging industrial action in their support if the Post Office failed to abide by a Tribunal Reinstatement Order was carried unanimously.

The Post Office succeeded in constantly postponing the Tribunal from June 1992 to August 92 and finally to January 1993. Nineteen months after the REM 11 were first suspended.

The Tribunal finally sat on Monday January 11th. After 12 days the Post Office were still presenting their evidence. The tribunal adjourned until Monday 15th February and sat for two days for the Post Office to conclude. It was due to resit in June 1993. During the interim period the Post Office admitted that the REM 11 had been unfairly dismissed and negotiations took place to agree settlement terms.

These were finally agreed during May 1993. Under the terms of the settlement, all 11 were offered re-engagement plus compensation or an enhanced compensation payment should they not wish to return.

In the event Frank Ashley retired. Frank Farrell, Zak Idun, Chris McDougal and Tony McDonald left the Post Office with the lump sum payment. In September 1993, 2 years after their dismissal, Dave Boughtwood, Ray Crouch, Pat D'Cruze, Martyn Hollands, Nigel Ingram and John Yates finally returned to work in the Post Office.

The successful conclusion of the campaign came as a direct result of the solid commitment of the UCW at all levels. Without the Union the cause would have been hopeless. This record of events is printed as a tribute to all concerned.

# The Southeaster



NINE OF THE REM 11

## SPRING 1992

# The REM 11

## **INFLICTED MISERY**

The REM 11 have not been at work for 6 months now. They have been without pay since mid September. The pain and misery inflicted on these 11 members and their families by Counter Management cannot be measured. I use the word inflicted purposely, because I am utterly convinced that LSECD Management deliberately conspired together to dismiss them.

They did so because the REM 11 were an obstacle in their path to introducing new duties, incorporating massive savings, by Executive Action and because they were a thorn in their side in Industrial Relations.

## **NO SCRUPLES.**

To set up, suspend, disgrace and ultimately dismiss the REM 11 was relatively simple provided they entertained no scruples about fairness and decency.

## **CUSTOM AND PRACTICE.**

'Job and finish', 'Clear up and go', has been custom and practice for 20 years in the SEDO REM. It has been the practice because it suited Management at all levels. There was a set rate for the job negotiated with this Branch and once the hourage was established, provided all the work was done Postal Officers left early with the Manager's permission. It was like that when I worked in the REM over 10 years ago, it was like that until the day the REM 11 were suspended.

## **THE DECENT THING.**

ALL MANAGEMENT HAD TO DO IF THEY WISHED TO CEASE THE PRACTICE WAS TO STOP GIVING THE RIGHT OF WAY AND INFORM THE MEMBERS ACCORDINGLY THAT WOULD HAVE BEEN OPEN, HONEST AND THE PROPER WAY TO PROCEED.

## **THE SET UP.**

This of course would not suit LSECD Management's purposes. They chose a much more sinister course. They allowed the REM 11 to carry on the practice and then when it suited them they chose to relabel a 20 year old condoned practice as overtime fraud. Provided they had no scruples or principles, easy as taking sweets from a baby.

## **PERMISSION TO LEAVE.**

There is no dispute that the REM 11 went home early that day. They went home with the Acting Manager's permission. He quite categorically agrees that he sent them home. Why was an Acting Manager in charge? Would you believe that the substantive CM2 was suddenly ill at 6pm on the night in question? Evidently for the first time in 4 years. How convenient.

## **CONVENIENT AGAIN.**

The Acting Manager, who has a witness to this effect, says that the CM2 told him what time to 'let the lads go' that night. The CM2 denies giving permission although he admits that he was asked the question. Strangely convenient again that the CM1 subsequently knew exactly what time to check up. And if the CM1 was so worried why did he not choose to take charge of the REM himself instead of leaving a Postal Officer with little acting experience in charge. Not part of the plan?

## **DISCIPLINE CODE.**

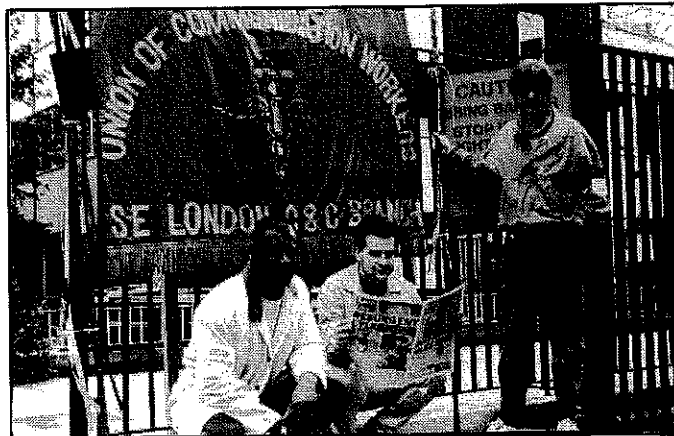
Under the discipline code all alleged misdemeanours should be brought to the individual in question at the earliest opportunity. If Management were so sure that an alleged overtime fraud had been committed, why was it not brought to the individuals' attention the next morning? Once again the decent thing to do.

## **SICK AGAIN.**

It was not brought to their attention because the CM2 was to go sick again at exactly the same time the following night and the REM 11 were going to unsuspectingly be set up once more.

## **THE ULTIMATUM.**

In fact the issue was not raised during the next 2 weeks during which time the District Manager told the Bromley UCW Rep, an active justice of the peace, that 'IF THE SEDO REM GO OUT AGAIN THEY CAN STAY OUT'. FOR ONCE HE WAS AS GOOD AS HIS WORD.



The last picket – the day before the suspensions.

## **OUT AGAIN.**

Of course the SEDO REM was called out again for 2 days under the Union's selective action. When they returned to work the POID were waiting. The LSECD Management was about to gain it's revenge.

## **SUSPENDED.**

3 of our members, including John Yates the Branch Chairman and Zak Idun a Committee member, were interviewed simultaneously by the POID and then suspended by a CM1. I have never known this before, normally the POID suspend on the authority of the District Manager. It appears that the POID did not want to dirty their hands in the conspiracy. Following the return to work on the advice of the General Secretary after the Industrial Action, a further 8 long serving members were suspended.

## **PARAGONS OF VIRTUE.**

During those interviews, it came to light that the CM2 in the REM Unit had not only denied giving the Postal Officers permission to go that night but also denied ever giving them permission to go early before. In fact Counter Management denied the practice existed. They maintained this throughout despite the testimonies of Postal Officers who currently work the REM Unit, Postal Officers who have recently retired or resigned from the REM Unit, and the testimony of a long serving ex supervisor. APPARENTLY LSECD MANAGEMENT BELIEVE ALL 20 WITNESSES ARE LIARS AND THE 2 REM MANAGERS ARE PARAGONS OF VIRTUE WHOSE HONESTY IS UNQUESTIONABLE.

## **RTU INTERVIEWS.**

Some weeks later all 11 members were sent Reason to Urge Letters to explain to Management why they should not be dismissed. Normally these interviews are formal and disciplined. These interviews were a farce with the Personnel Manager vigorously and aggressively defending the REM Managers. All 11 were told that a decision would be made by the Friday of that week.

## **WHOSE DECISION?**

In reality they were to learn their fate 10 days later. Coincidentally, the District Manager was on annual leave until that time. On his return the decision was made. **SACK THE LOT.** Who do you think made that decision?



## **THE APPEALS.**

The UCW National Officer represented all 11 members at their appeals to a senior Counter Manager. A mountain of evidence was presented over 3 days and it was the opinion of all concerned that the appeals went well. It took just 2 days for all 11 appeals to be rejected. Hardly time to read all the evidence.

## **THE SYSTEM.**

Counter Management have made a mockery of the discipline code. It is no longer possible to have any confidence in it. The code has cynically and callously been used by Management to achieve their own ends at the expense of 11 long serving employees and their families. The system is incestuous with one Counter Manager rubber stamping the decision of the next. In the case of the REM 11, it is my opinion that all those involved were more interested in the self preservation of their own careers than standing up for justice. They appear to have no conscience and little regard for common decency.

## THE TRIBUNALS.

At the time of writing the dates of the Industrial Tribunals are eagerly awaited. For the first time, we will be able to present our evidence to people with no vested interest. For the first time our representative will have the opportunity to cross examine those Counter Managers we know to be lying. For the first time we will be able to demand answers to all those questions that Counter Management refused to answer. AND IT WILL ALL BE UNDER OATH. Whatever the result of the tribunals, I am convinced that LSECD will be exposed as the evil, incompetent, uncaring and arrogant bunch that they undoubtedly are and the full facts of their disgraceful conspiracy against innocent Postal Officers and their families will be laid bare for all to see.

## REINSTATEMENT.

The power of Industrial Tribunals has been severely curtailed under this government. Although they may recommend reinstatement for those found to be unfairly dismissed, they cannot force the employer to comply. When we win the tribunals we must ensure that the employer is left in no doubt that the UCW membership will tolerate nothing less than reinstatement.

## THE FUND.

The response to the REM 11 Hardship Fund has been nothing less than overwhelming. At the time of writing it has raised in excess of £14,000. We have received marvellous donations from Branches all over London and also from as far away as Leeds, Nottingham and Plymouth. We have of course also made regular collections from our own membership. All grades continue to generously contribute because it is commonly recognised that Counter Management have crossed the decency threshold and that if other Management sink to such depths, nobody is safe. This generosity has kept the REM 11 going through the darkest times and no words can express our gratitude.

### REM 11 Hardship Fund

The Branch wish to place on record their gratitude to the following for their generosity and support to the REM 11.

Bellingham BO	Brockley SDO	North London C&C
Blackfriars BO	Charlton SDO	N.W. London C&C
Blackheath BO	Gravesend SDO	NWDO No.1
Borough BO	Greenwich SDO	Nottingham No.2
Camberwell BO	Peckham SDO	Paddington C&C
Catford BO	Sydenham SDO	Paddington No.1
Charlton BO	W. Norwood SDO	SEDO No.1
East Dulwich BO	Woolwich SDO	SEDO No.2
Elephant & Castle BO	Croydon Amal	SEPO No.2
New Cross Gate BO	Dartford Indoor	Shepperton BO
Peckham BO	ECDO No.1 Branch	Sidcup Outdoor
Penge BO	Harrow Amal	SW London C&C Amal
S. Norwood BO	I.S. Amal	Tooting Postal Branch
Sydenham BO	Kingston Indoor	Watford No.1
Walworth BO	Kingston	West Central C&C
W. Norwood BO	L.D.C. (Full)	W.D.O. Amal.
Westminster BO	L.D.C. '2'	W. London C&C
Woolwich BO	L.D.C. '3'	Conference Collections (TRRC '91)
RMLSE (Writing Rooms)	Leeds No.1	Elstead Hotel (Schools) Collection
Mandela Way (Writing Rooms)	LOMO PHG	Leeds No 1
Abbey Wood SDO	Cleveland C&C	Nottingham No 2
Anerley SDO	London City Hall C&C	Plymouth UCATT
Blackheath SDO	Moorgate	

# **A message from the REM 11**

The REM 11 would like to convey their sincere thanks to everyone who has so generously contributed to the Hardship Fund. This money has enabled us to keep our heads above water in the face of severe financial hardship.

It is not only the financial assistance that has been so invaluable, it is also the knowledge that our colleagues are supporting us so generously because they know that we are innocent of the charges. Charges that have been callously trumped up by a cynical Counter Management who were frightened of having strong Union support in an area as vital as the REM Branch, especially when they wanted to introduce unagreed duties by Executive Action. It is that strong moral support that is also a great comfort to us.

Anybody who has worked in the REM Branch will, of course, know that it was normal custom and practice to go home early with the permission of the Manager. This has certainly been the case for the last twenty years and probably even longer.

Despite the fact that twenty people, including an ex Manager and four individuals who have left the Post Office but used to work in the REM, gave evidence to this effect the Post Office chose to go along with the lies of the present Manager. A Manager who is only interested in covering his own back, greater love hath no man than this, that he lay down his friends for his life.

We now move away from the farce of the Post Office Pantomime, where the juvenile lead, Mr. Docherty, has been pulling the strings of his puppets and onto the Industrial Tribunal.

Although these Tribunals are less formal than Courts, witnesses are still required to give evidence under oath and, presumably, can be charged with perjury if they lie.

Since our appeals we have had further witnesses come forward to say that the Manager is lying. Faced with the prospect of having in excess of twenty people swearing under oath that early release, with his permission, was Custom and Practice, will he still perjure himself?

We are looking forward to the Industrial Tribunals, whatever the outcome, we intend to take the Post Office to Court. We cannot say anything about this at this stage but we are not going to let them get away with blackening our names lightly.

REM 11

Frank Ashley  
Dave Boughtwood  
Ray Crouch  
Pat D'Cruze  
Frank Farrell  
Zac Idun  
Nigel Ingram  
Martin Hollands  
Tony McDonald  
Chris McDougall  
John Yates



# **LIFE ON THE OTHER SIDE – THE HUMAN COST**

You will have already read in some detail of the false charges and lies told by LSECD Management that led to the dismissal of the REM 11. The lying REM Managers and their co-conspirators would have hoped that the Eleven would have disappeared into the background, forgotten and deserted by friends and colleagues drifting off in a quick blaze of publicity. They could not have been more wrong. There can be few UCW members who have not heard of the REM 11 and this has been reflected in the massive response there has been.

Let me tell you something though of the hardships the said Eleven face, hardships that hopefully will be endured and eventually paid for.

To read the newspapers you would think the unemployed had a life of luxury, mortgages and bills paid for in full, plenty of free time, late nights, lie-ins etc. . . What few people know until they have to face it is the way the system works against the individual and the family. When you 'sign-on', unemployment benefit is immediately frozen pending enquiries to your ex-employer. If your spouse works more than 23 hours per week (regardless of how much they earn), you cannot claim income support and so the mortgage goes unpaid. If you have savings (as you would have if you were approaching retirement) you are again penalised. Then you get the idea of phoning your friendly Bank or Building Society letting them know the facts in the hope they will temporarily reduce the payments. They'll wear that for a few months but quickly become impatient, no wonder. Bombarded with unemployment figures, useless advice, lack of job opportunities, companies going bust, it would be easy to lose hope and faith in human nature except for one overriding factor – YOU – our friends, families and colleagues who have not only helped us in a financial way but continue to offer moral support – Thank you.

I hope we win the Industrial Tribunal and any other avenues we choose to pursue. In the meantime the cost of the conspirators lies continue to mount.

**Zac**

**Union of Communication Workers  
South East London C&C Branch**

**THE TRIBUNAL**  
**The REM 11 v the POST OFFICE**

**THE DATE**  
Commences January 11, 1993  
for twelve days

**THE PLACE**  
Regional Office of Industrial Tribunals  
93 Ebury Bridge Road, London SW1W 8RF

**THE CLAIM**  
***UNFAIR DISMISSAL***

**THE AIM**  
***REINSTATEMENT FOR THE  
VICTIMISED REM 11***

For further information, please contact: Moss Haley,  
Room 123, 239 Borough High Street, London SE1 1AA. Tel: 071-239 4953

**SPECIAL CONFERENCE EDITION**

# **The Southeaster**

## **THE TRIBUNAL**

***THE REM 11 v THE POST OFFICE***

Commences Monday, August 3rd 1992

## **THE CLAIM**

***UNFAIR DISMISSAL***



# **THE REM 11**

## **THE AIM**

# ***REINSTATEMENT!***

# **THE REM 11**

A year ago, at last year's Annual Conference, two of the Branch's delegates, John Yates the Branch Chairman and Zac Idun, stood and applauded the General Secretary's announcement of the result of the Counter Ballot for Industrial Action to further the pay claim. One year later, both are on the dole, sacked from the Post Office along with nine colleagues from the South East London Cash Remittance Unit.

Sacked as a result of a thinly veiled management conspiracy to rid themselves of a group of trades unionists whose unfailing loyalty to the UCW both nationally and locally proved to be beyond their ability to cope with by fair means within the bounds of common decency.

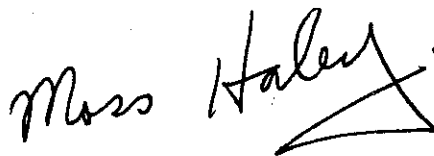
The suffering inflicted on the REM 11 and their families is unforgivable. How anybody could sleep at night after doing such an evil act is inconceivable.

Since the sacking of the REM 11, new duties have been introduced into the SEDO CRU by executive action. Introduced against a background of fear. These new duties have produced massive savings within the Unit over the past year.

The REM 11 will finally have the chance to put their case for unfair dismissal to an industrial tribunal on August 3rd 1992. Fourteen months after their initial suspensions and 11 months after their dismissals. The Union is demanding the reinstatement of the REM 11. Anything less and the Post Office will have achieved its aim and this cannot be allowed to happen. Never again, must the Post Office be allowed to isolate and victimise small groups of loyal UCW members.

Branches up and down the country have responded magnificently to the plight of the REM 11. Donations and messages of support have flooded in throughout their ordeal. This support has been truly overwhelming and heart warming. It has enabled the Branch not only to assist the victimised members and their families financially but also to boost their morale and to show that they were not forgotten.

Many thanks to each and every individual member, Branch and District Council who have been so generous to the cause of the REM 11.



**Moss Haley.  
Branch Secretary.**

# **A MESSAGE FROM THE REM 11**

By the time the REM 11 get the Post Office to an industrial tribunal to face proceedings, more than a year will have passed since we were unfairly dismissed. A year in which every one of us has been amazed and delighted at the tremendous financial support and encouragement we have received from UCW colleagues throughout the country. Once again we would like to place on record our grateful thanks to all concerned for their wonderful support.

The warmth and generosity of the UCW membership contrasts starkly against the evil machinations of Post Office Management. A Management prepared to go to any lengths to get rid of us because of our support of the Union. This Management were prepared to connive and lie in order to get their own way even though they must have been aware that they would ruin the lives of the REM 11 and inflict hardship and stress on our families.

On August 3rd these so called managers are to face an industrial tribunal and will be asked to explain their actions. If they continue to lie, they will surely be found out. This time they will be under oath and we will for the first time have the opportunity to ask them the pertinent questions. No longer will they be protected by the Post Office hierarchy and no longer will they be able to cover each others' backs. They will be open, for the first time, to independent scrutiny. There can only be one result.

We have suffered a long time waiting for this tribunal. Without the support and generosity of the UCW Membership, it is doubtful if we could have survived so long.

Once again many thanks to all concerned from the REM 11 and all our families.

## **REM 11**

**Frank Ashley  
Dave Boughtwood  
Ray Crouch  
Pat D'Cruze  
Frank Farrell  
Zac Idun  
Nigel Ingram  
Martyn Hollands  
Tony McDonald  
Chris McDougall  
John Yates.**

# ALL THE VICTIMS OF THE

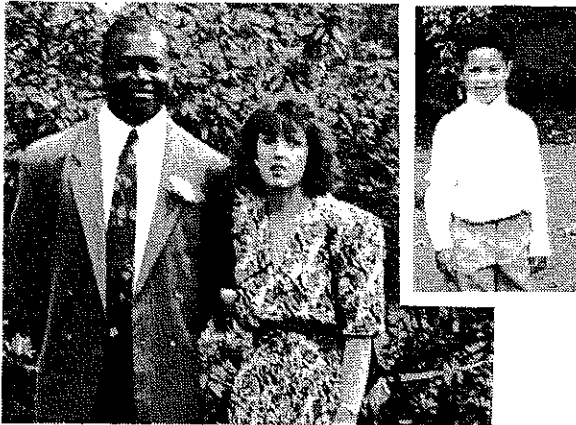
## The eleven men



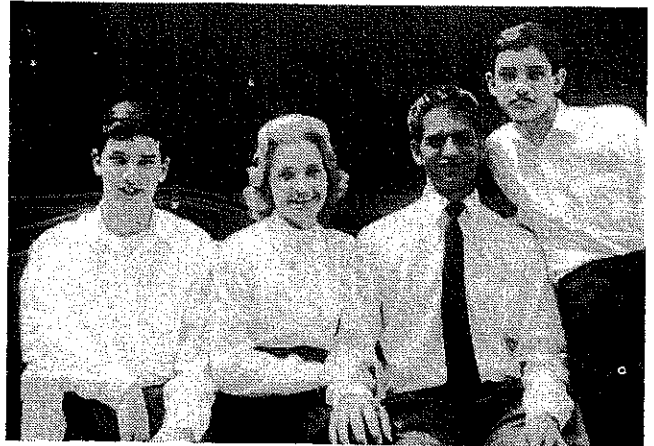
**John Yates**  
Branch Chair.  
27 years Post Office Service.



**Ray Crouse**  
11 years F



**Zac Idun**  
Branch Committee Member  
11 years Post Office Service



**Pat D'Cruze**  
11 years Post Office Service

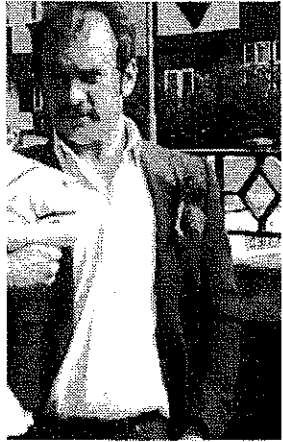


**Frank Ashley**  
20 years Post Office Service

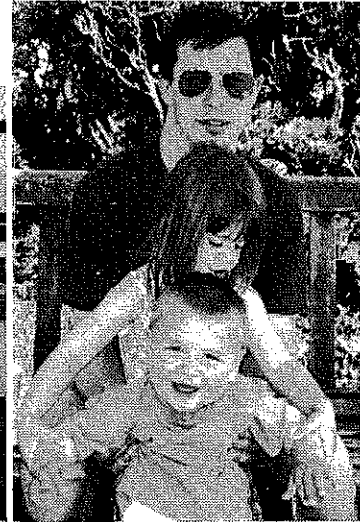
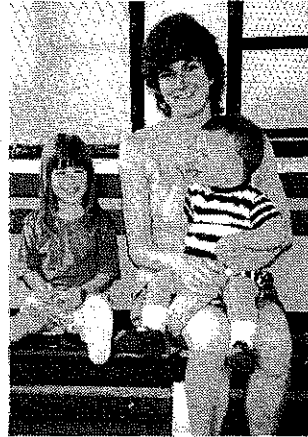


**Frank Farrell**  
11 years Post Office Service

# MANAGEMENT CONSPIRACY

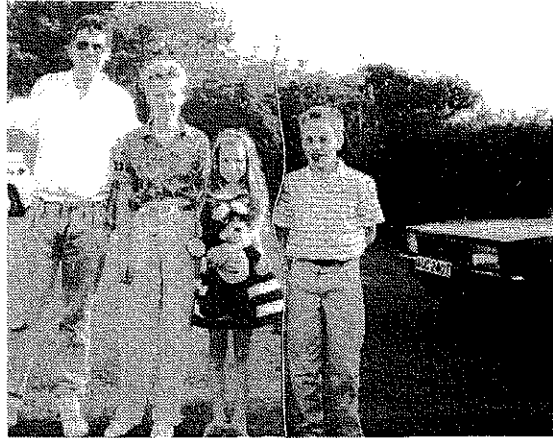


and  
their  
families



Post Office Service

**Martin Hollands**  
11 years Post Office Service



**Dave Boughtwood**  
8 years Post Office Service

**Chris McDougall**  
9 years Post Office Service



**Nigel Ingram**  
11 years Post Office Service

**Tony McDonald**  
11 years Post Office Service

## REM 11 Hardship Fund

The Branch wish to thank the following Branches and District Councils for their generosity and support to the REM 11. We also wish to thank all those members who have contributed to various collections at Conferences and at the Elstead Hotel Training Schools.

Abbey Wood SDO	London N.W. District C&CS
Anerley SDO	London Paddington C&CS
Birmingham Head Office Amalgamated	London Western District C&CS
Blackheath SDO	Manchester Amalgamated
Brighton & Southdowns Amalgamated	N.W.D.O. No.1
Brockley SDO	North London C&CS
Cardiff Uniform	Nottingham No.2
Charlton SDO	Oxford Uniform
Cleveland HO C&CS	Paddington No.1
Croydon Amalgamated	Paisley & District
Dartford Amalgamated	Peckham SDO
E.C.D.O. No.1	Plymouth Amalgamated
Foreign Section Amalgamated	Rossendale Amalgamated
Fulham SDO	S.W. London C&C Amalgamated
Glasgow Amalgamated	SEDO No.1 Branch
Gravesend SDO	SEPO No.1
Greenwich SDO	Sidcup Outdoor
Hamilton	South East No.3 District Council
Harrow Amalgamated	St. Johns Wood SDO
Holloway SDO	Sydenham SDO
HQ Chesterfield (CS)	Tooting
Inland Section Amalgamated	Watford No.1
Kingston upon Thames Indoor	Watford No.2
LDC 2	WDO Amalgamated
LDC 3	West Norwood SDO
LDC Full Council	Willesden
Leeds No.1	Woolwich SDO
Liverpool Amalgamated	CPSA Lambeth
Liverpool C&C	NURMT Southern District Council
Lomo PHG	NCU Liverpool
London W.C. C&CS	Reading Trades Council
London City C&CS	UCATT Bermondsey
	UCATT Brixton



## Letter from REM 11 wife

*Union of Communication Workers  
c/o Mr M L Haley,  
Room 123,  
RMLSE,  
239 Borough High St,  
LONDON SE1 1AA.*

*Dear Moss,*

*As a wife of one of the REM 11 I would like to thank all the U.C.W. members for all your support and generosity over the last soul destroying nine months.*

*You all know why our men are in this position. Unfortunately for our men they did not realise just how low some managers could stoop in order to enhance their own career prospects.*

*Although we have suffered much hardship and grief during the last nine months at the hands of Counters Management we can still hold our heads high and be proud of our husbands. To the wives of the managers I would like to ask whether they can honestly hold their heads high and be proud of their husbands or the manner in which they achieve their promotion, not by their own ability, but by using the backs of eleven honest men and their families.*

*What I have found most hurtful is the way in which my children have also had to suffer as a result of the actions of a life form that has crawled from beneath a stone. Therefore I cannot forgive them for what they have done to our families, but unfortunately I am not so vindictive that I would wish our situation upon them (although it would be nice).*

*Hopefully, all will be resolved at the tribunal, but in the meantime THANK YOU all once again for all your help and support.*

*Yours*

*S. Boughtwood*

*S. Boughtwood*

★ ☆ ★ ☆ **REM 11 EVENTS** ☆ ★ ☆ ★

UCW BRISTOL BRANCH OA SECTION

*presents*

**PIG RACING** – in aid of the REM 11

at The Elstead Hotel, Bournemouth  
Tuesday, May 19th 1992  
Commencing 8.00pm

*Come along and join in the fun*

LONDON DISTRICT COUNCIL

*Presents*

★ **LONDON NIGHT** ★

*with*

**CHAS and DAVE**

*at The Pavilion Ballroom, Bournemouth  
on Thursday, 21st May*

*Tickets £10 – all profits to REM 11 FUND*

# Final Episode

## THE CAMPAIGN

The campaign to gain reinstatement was set up at the Southwark Trades Union Support Unit. Campaign material such as leaflets and badges were produced by the REM 11 using the facilities at the Unit. This material was invaluable in publicising the campaign but the Unit also allowed the REM 11 to meet regularly to give each other moral support.

## ANNUAL CONFERENCE 1992

The Branch had already been given time to address the FULL LDC and the Special Conference in February 1992 on the plight of the REM 11. At Annual Conference the Branch were given a stall in the foyer of the Conference Centre to promote the campaign. This proved very popular and effective.



ZAC IDUN at the Rem 11 stall

## THE CONFERENCE DECISION

The REM 11 representatives were given a tremendous reception both before and after moving the Branch Motion. The motion:

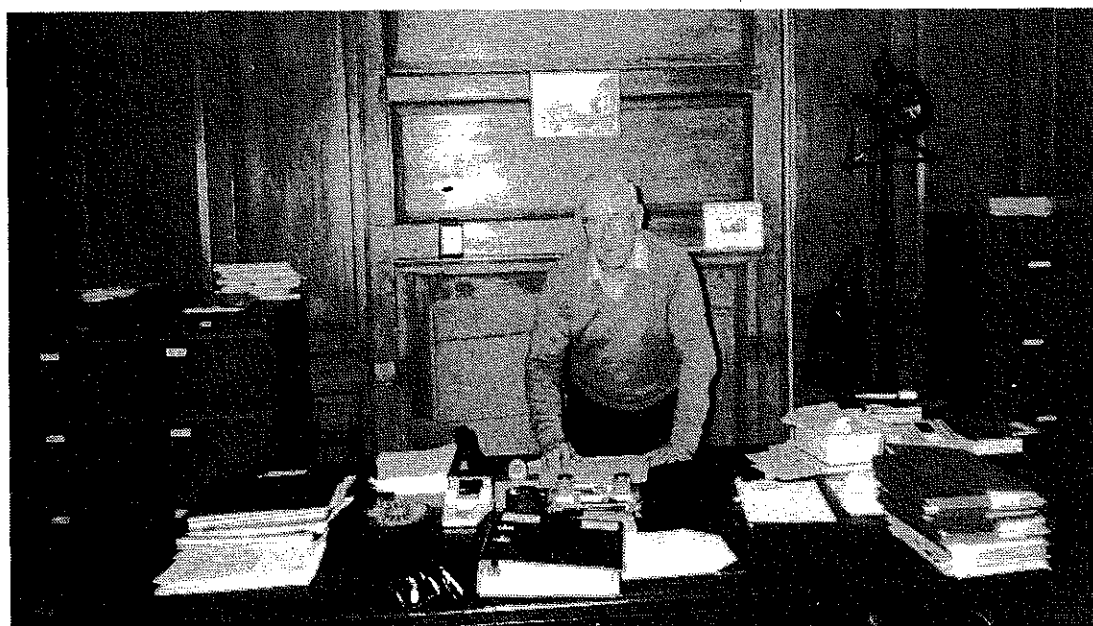
'Conference agrees that in the event of the tribunal finding in favour of the REM 11, and the Post Office refusing to reinstate them, the EC is instructed to conduct a campaign for a ballot for industrial action amongst the Postal/Counter membership, to force the Post Office to reinstate them'

was carried unanimously after an emotional debate in which delegate after delegate expressed their anger and disgust at POCL's actions.

## **FANTASTIC SUPPORT**

Following the Conference, messages of support and financial donations poured in and continued to do so right up until the REM 11 returned to work. It was this support that sustained the REM 11 and their families throughout their long ordeal. Without it, the campaign would undoubtedly have floundered and some families would have lost their homes. The fantastic support from within the UCW with help from other Trades Union Councils and Branches was truly heartwarming epitomising the true spirit of Trades Unionism.

The REM 11 Fund raised £53,000 over two years all of which was used to support the families.



*MAC in his office at Simpson Millar*

## **THE UCW's SOLICITOR**

The UCW approached Simpson & Millar to deal with the REM 11 Tribunal on their behalf. The man who took charge of the case was Mr. W. McConnell, Mac to his friends. This was to be MAC's last case as he was due to retire in 1992. Mac proved to be an inspiration. After reading the mountain of paperwork surrounding the case he became utterly and unshakeably convinced that the REM 11 had been unfairly dismissed and predicted that they would win their case handsomely. His contribution to the success of the case cannot be overstated.

## **THE BARRISTERS**

Mr. McConnell engaged the services of Mr. Eldred Tabachnik QC and Mrs. Anne Wakefield to represent the REM 11 at their Tribunal. Mr. Tabachnik had previously successfully represented Alison Halford, the Assistant Chief Constable for Manchester and the London Underground workers at tribunals.

## **CRUEL POSTPONEMENTS**

The REM 11 and their families were eagerly looking forward to the commencement of their tribunal on August 3rd 1992. Consequently it came as a devastating blow when the Post Office Solicitors succeeded in postponing it yet again. Obviously they believed that if the tribunal was delayed long enough, support for the 11 would wane and morale would drop. They were wrong. With so much support and goodwill throughout the country, the campaign for reinstatement went from strength to strength.

## **THE TRIBUNAL BEGINS**

The Tribunal finally began on Monday 11th January 1993. The UCW were accusing POCL Management of conspiracy, 'of setting the REM 11 up'. The REM 11 eagerly awaited the cross examination of the 'culprits'. It was reliably reported that one of these managers was almost suicidal at the thought of facing the tribunal.

## **POST OFFICE STRATEGY**

The Post Office legal representatives decided to present their case by calling only 2 witnesses. They were the 2 Personnel Managers who had respectively sacked the 11 and turned down their appeals. This strategy appeared to be brought about by the need to protect the managers the UCW were accusing of conspiracy.

## **THE EVIDENCE**

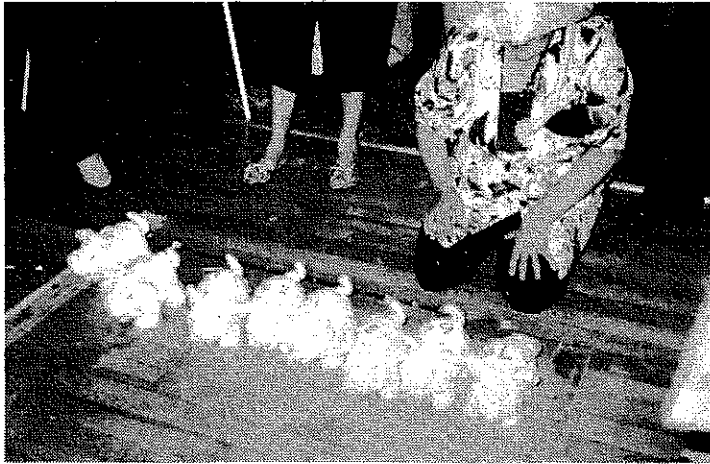
In the event the two managers were in the witness box for 5 days apiece. It soon became clear that whereas the REM 11 had been subjected to intensive questioning by the POID and aggressive RTU interviews, the operational manager's side of the story had been treated as gospel. The District Manager who the Union insisted was the architect of the conspiracy was never interviewed at any time. Discrepancies and contradictions in managers' versions of events were never pursued by POCL.

## **ANNIHILATION**

The Post Office witnesses were simply annihilated by the cross examination of Eldred Tabachnik. Time and time again he forced them to admit they had been less than even handed and often their conclusions had been without foundation. Eldred Tabachnik is a master of his trade and it was a privilege and an education to watch him at work.



**ELDRED TABACHNIK & ANNE WAKEFIELD – simply the best!**



**Pig racing at the Elstead**



**Quiz night champions  
- City C&C branch**



**Quiz night at the King Edward building 1992**



**The T-Shirt says it all**



*Rem 11 Xmas 1992*

### **T-SHIRTS and PIG RACING**

UCW Branches went to extraordinary lengths to raise money for the REM 11 Fund. Numerous collections and donations were organised. On top of this some branches organised social events, discos, quiz nights, sponsored football matches and pig racing. Another produced and sold REM 11 T-SHIRTS.

Morale boosting, enthusiastic support from UCW members from all parts of the country and from all sections of the Post Office and BT, for 11 fellow members in distress that they had never met. A true reflection of the UCW solidarity and a tribute to the amalgamated Union concept

### **FELLOW UNIONS – TRADES COUNCILS – CLPs**

The REM 11 campaign attracted strong moral and financial support from NCU, UCATT, RMT, APX/GMB, NALGO and GPMU Branches. As the campaign developed support came in from Trades Councils and CLPs. The REM 11 campaign was seen by all as an issue that went to the heart of Trade Unionism. The majority supporting a minority under threat

### **WARM and GENEROUS RECEPTIONS**

Over the period of the campaign REM 11 representatives were invited to many Branch Meetings, Trades Council Meetings and functions. They were always given a warm reception and always came away, with a generous donation to the Fund and a reinforcement of the fact that with such support the REM 11 would never be isolated by Post Office Management

### **POST OFFICE ADMIT UNFAIR DISMISSAL**

The Tribunal adjourned after 12 days and reconvened in February for two days to complete the evidence of the Appeals Manager. It was then adjourned until June but in April the Post Office wrote to the Union's solicitors conceding defeat. They admitted that the REM 11 had been unfairly dismissed.

### **NEGOTIATIONS**

Negotiations were then initiated between the Legal Representatives. However, although the Post Office were prepared to settle compensation terms they were insisting that they would not offer reinstatement. Consequently the negotiations broke down.



*ALAN TUFFIN & MOSS HALEY 'A marvellous settlement' – Alan Tuffin*

### **ALAN TUFFIN INTERVENES**

Responsibility for the settlement then passed to the General Secretary Alan Tuffin. Alan managed to achieve a settlement under which the victimised members were given the option of returning to work with a compensation payment or to sever links with the Post Office and take an enhanced compensation payment. The terms of the settlement were far superior than the Tribunal had the power to impose. A marvellous achievement from a General Secretary who truly cared about his members.



*Annual Conference – Rem 11 at Jersey Conference*

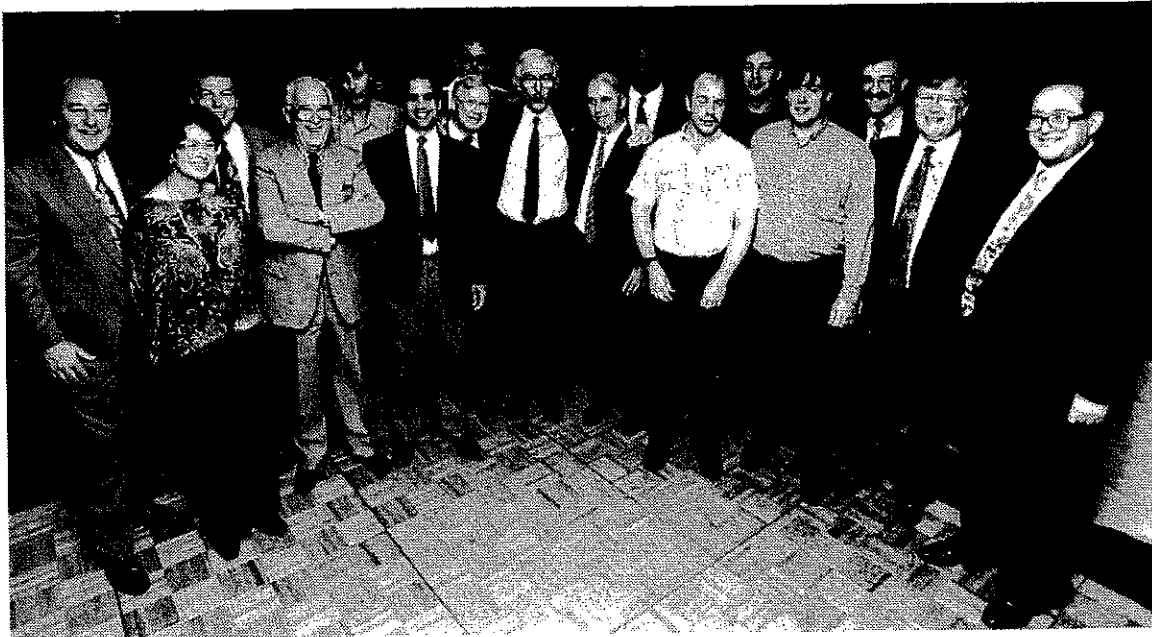
### **ANNUAL CONFERENCE 1993**

The final settlement terms were agreed during Annual Conference week 1993. Nine of the REM 11 had been brought to Jersey for the announcement. They were given a tumultuous and emotional reception. 'The Post' reported that they were greeted with cheers and tears and a standing ovation. A day few who were present will ever forget.

#### **The Conclusion**

Unfortunately, when it came to honouring the terms of the back to work part of the settlement, POCL did not exactly fall over themselves to offer the REM 11 the jobs of their choice. After a lot of red tape and bureaucracy, 6 of the 11 finally returned to work for the Post Office in August 1993. Two years after they were dismissed. 4 chose not to return and took the enhanced payment and one retired.





*The Rem 11 celebrate*

### **Celebration**

A REM 11 Celebration was held in September 1993 to mark a magnificent victory for trades unionism. An unprecedented victory in the Union's history. Invited guests included Alan Tuffin, Alan Johnson and other National Officers and EC Members. Also invited were the Simpson & Millar Solicitors, Mac McConnell and Brian Perryer and barristers Eldred Tabachnik and Anne Wakefield. All other guests were Union activists who had supported the REM 11 over their two year ordeal.



**MOSS HALEY & ALAN JOHNSON**

Moss Haley, the UCW SE London C&C Branch Secretary was presented with the National Certificate of Merit and Badge for his part in the Campaign.

**Union of Communication Workers  
South East London C&C Branch**

***SACKED FOR SUPPORTING  
THEIR UNION***

**REINSTATE**



**THE VICTIMISED  
REM ELEVEN**

For further information please contact:  
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