

## Home Safe brief – November Presenter notes

### Slide 1

This is the second Home Safe Brief, providing an opportunity to find out more about some of the projects and programmes included within the Home Safe Plan.

Please be advised that we are also in the process of creating a hub for Home Safe Plan materials, where we will also host previous Home Safe Briefs.

This can be accessed on Safety Central - <https://safety.networkrail.co.uk/safety/home-safe-plan/>



### Slide 2

Introduction from Lisbeth Fromling

“I am pleased to provide the second Home Safe Brief to you – a short update giving you some highlights of the work we are doing as part of the Home Safe Plan.



We are now well into delivering the plan and many parts of the business are involved. The brief will let you know what you can expect to see in the coming months, as well as updates as we progress through our programmes and projects. We also ask you to consider your impact on these safety challenges, looking at what you can do as an ‘immediate win’ to help make a difference and improve safety in your area.

The Home Safe Plan is the National plan for H&S projects co-owned by the Central H&S team and Business Champions from across the business.

Please enjoy this short session”

Lisbeth Fromling,  
Chief HS&Q Officer

**The next Home Safe Brief will be shared in February 2017.**

### Slide 3

In the Home Safe Brief in August 2016, we covered:

1. First Aid
2. Risk Management
3. Manual Handling



In this Home Safe Brief we will be discussing 4 more of the Home Safe Plan projects;

1. Planning and Delivering of Safe Work
2. Mental Resilience
3. Level Crossing Risk Reduction
4. Management of Occupational Road Risk

Since the last brief, there have been no additions to the Home Safe Plan, and no projects have been concluded.

1 project is currently delayed: Fatigue Risk Management. This project has known risks which are being managed closely with cross business involvement and senior management support.

Of 215 milestones Home Safe Plan milestones across all 21 projects and programmes, 80 are now complete, 124 are on target and 28 are late or at risk

## Slide 4

### Planning & Delivering of Safe Work (PDSW)

The previous roll-out of this programme created confusion and anger because training and support was inconsistently delivered.



This led to us pausing the programme and carrying out a nine-month detailed review to understand what went wrong. Two key things were identified:

1. We failed to support and guide our people through the change
2. The core principle of establishing one person in charge is still absolutely the right thing to do

The safety benefits of this programme are too good to ignore which is why chief executive, Mark Carne, has named it as one of five Must Wins. At the leadership conference Katie Frost, programme director, stressed the importance of doing this with our people, not to them. Consultation with the Routes and IP has already begun as the revised 019 Standard is developed.

Please advise your teams that the programme will be done differently, they will be supported, and they will hear more about the programme in December. We will be formally acknowledging where things went wrong with delivery of the previous programme.

## Slide 5

### Mental Resilience

Sickness absence data for P7 15/16 – P7 16/17 (rolling 13 periods) tells us the top 3 reasons for sick days were:

- Stress (24,298 sick days)
- Depression (11,463 days)
- Anxiety (9,448 sick days)



We recognise that mental wellbeing is a big risk to the organisation, and the Health and Wellbeing team have introduced support mechanisms to help both colleagues and line managers when mitigating mental health. This includes;

- Managing traumatic incidents – standard and risk assessments
- Assessing the risk of stress in the workplace – standard and risk assessments
- Online Wellbeing Assessment
- Yammer 'Talking Mental Health' group

The data capture period for the Online Wellbeing Assessment closed on 18 November. As of 31 October, 5000 colleagues had completed this year's assessment (approximately 13.8% of the workforce).

Data at this stage told us...

- 69% of colleagues are not getting the recommended 7-9 hours' sleep per night
- 55% of respondents have experienced a mental health condition in the past 12 months, but only 8% of these employees have been diagnosed with a mental health condition in the same time period
- In the last 3 months, 1 in 3 employees have attended work despite feeling so unwell they should have taken time off
- 70% of employees do not feel that work interferes with home and personal life

Results will be available for individual functions and can be used to ensure the team focus on the health and wellbeing areas that are most important for them.

Taking the lead from last year's Your Voice action planning, the Health & wellbeing team have provided a framework for action planning following the results of the Online Wellbeing Assessment. This can be used internally within your team, and also sent to the central team to share information on what your team are doing.

The framework can be downloaded from Safety Central -

<https://safety.networkrail.co.uk/healthandwellbeing/network-rail-employee-area/online-wellbeing-assessment-healthy-rewards-and-benefits/>

The password to access this employee area on Safety Central is 'wellbeing'.

Network Rail also partners with many mental health charities as well as OH Assist and Validium, who can offer confidential support – more information, and all the resources mentioned can be found on Safety Central - <https://safety.networkrail.co.uk/healthandwellbeing/>

## Questions to consider

**Did you complete the Online Wellbeing Assessment? What did it tell you about your wellbeing?**

**Do you know where you could go for support with mental health issues?**

## Slide 6

### Safety Hour

Safety Hours were introduced in Network Rail in July 2015 – an opportunity to encourage engagement, and take some time out of our daily roles to discuss safety, and as a team, identify solutions we could put in place to reduce risk.



Safety Hour is taking place in varying amounts throughout the business, and part of the Safety Hour review is to look at ways in which we can improve not only the uptake of Safety Hours, but also the quality of the discussions and the outcomes achieved as a result of the discussions.

The great response from the employee survey, sent out in July 2016, has allowed a focus group to meet and put together recommendations of how Safety Hour can be evolved to improve the impact within the business and help ensure it is adopted by everyone.

The recommendations include:

- Provide guidance and support on the purpose of the Safety Hour, structure of Safety Hour, 'Do's and Don'ts' to aid engagement and advice on subject areas and materials
- Upskill line managers and safety specialists through facilitator training to enhance the benefits and improve the delivery of Safety Hour's
- Provide clearer guidance on the targets for Safety Hour and be clear on what needs to be recorded; and ensure this is taking place throughout the business, and raise awareness on how this information is used
- Focus on hard to reach audiences with workable timeframes and deliverables
- Share good news stories, tips and best practice to re-invigorate engagement in Safety Hours

The recommendations will be trialled in Route Services and Anglia route in the first quarter of 2017 to test these recommendations, before a complete rollout is introduced later in the year.

## Questions to consider

Do you attend regular Safety Hours?

Does your Safety Hour allow you to participate, or is it more of a brief?

Are you aware of the recommendations that have been put forward to evolve Safety Hours?

### Slide 7

#### Management of Occupational Road Risk (MORR)

Driving represents a significant risk for Network Rail. With a fleet in excess of 7500 vehicles and 15,000 drivers that drive approximately 128 million miles a year it is no wonder that driving incidents occur frequently. Our fleet team deal with numerous incidents of vehicle damage, road traffic offences, road traffic accidents and road traffic fatalities.



We've recently lost another two colleagues to Road Traffic Accidents. That makes a total of 12 colleagues (from NR and contractors) that we've lost since 2011. 12 people with lives, families and aspirations, that went to work one day, and never made it back home.

The MORR Project within the home safe plan is focussed on reducing this risk. Whilst exposure to the risk can be reduced it cannot be eliminated due to our requirement to drive.

An element of the MORR Project is the introduction of a vehicle telematics system which is essentially a driver aid which has the benefits of delivering real time in-car warnings if a vehicle is exceeding the speed limit or being driven in an erratic manner.

The system will provide the driver with an audio / visual warning in the cab if the speed limit is exceeded allowing the driver the opportunity to return to the speed limit and avoid the possibility of a speeding ticket.

The recent driving safety stand down focused our attention on the risks associated with driving and the fatalities suffered by the industry. As a result of the stand down many teams made commitments to challenge poor driving behaviours and we have since seen a reduction in driving incidents which indicates we are honouring those commitments and challenging our behaviours and the behaviours of others.

We would like to see this improvement continue and ask that we all remain vigilant and focussed.

We all have the ability to save lives, see it, own it, challenge it.

## Questions to consider

Would you challenge a colleague if they weren't wearing their seatbelt?

Have you ever been challenged, and how did you react?

Do you challenge colleagues to drive within the speed limit?

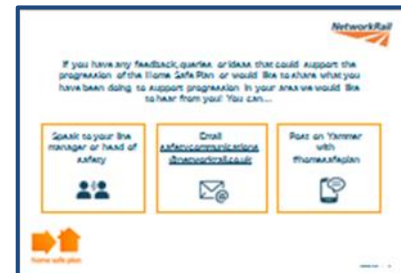
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### Slide 8

If you have any feedback, please send to your line manager or head of safety. Alternatively you can email this through to [safetycommunications@networkrail.co.uk](mailto:safetycommunications@networkrail.co.uk) or post on Yammer using the hashtag - #homesafeplan

The Health and Safety team would love to hear what you have been doing to make improvements, or any ideas you would like to suggest to help get Everyone Home Safe Every day.

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### Slide 9

Please thank all for listening in and being part of improving safety in Network Rail.

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